

Building Community Among New Faculty

Tricia Wilson, Provost, and Dr. Julia Hershey, Associate Provost
Lancaster Bible College | Capital Seminary & Graduate School (PA)



Building Community Overview

Building Community, a program for new faculty and academic support staff, seeks to welcome, orient, train, and mentor new members of the LBC | Capital academic team. The program contains two main components: bi-weekly seminars and mentor meetings. In this orientation process, LBC | Capital desires for new academic team members to develop community within their cohort and to make connections with the broader LBC community.

Building Community Outcomes

1. Developing relationships with colleagues that enhance teaching
2. Reflecting on their own teaching practice
3. Integrating institutional priorities into their academic life

Seminar Topics

1. **The Big Picture** (9/20) – President
Welcome, Introduction, What is the purpose of a bible college and LBC | Capital in particular?
2. **Academic Vision** (10/4) – Provost and team
Welcome, Introduction, What is the Academic Vision and how are we pursuing it collectively here at LBC | Capital?
3. **Biblical Worldview** (10/11) – Professor
How is LBC | Capital thinking about biblical worldview and integration? This session will explore a framework we are using to think about biblical worldview work.
4. **The Christian Expert** (11/1) [Experts in their Field] – Bible & Theology Professor
What does it look like to integrate my Christian faith with my academic discipline? This session will identify several foundational methods for considering one's academic discipline in light of the Christian narrative.
5. **The Effective Teacher** (11/15) [Skillful Teachers] – Director of Center for Teaching & Learning
How can I teach effectively? This session provides a foundational understanding of what makes course design and teaching effective or ineffective.
6. **The Expert Assessor Pt. 1** (12/6) [Skillful Teachers] – Director of Center for Teaching & Learning
How do I know students are learning? This session provides a foundational understanding of effective assessment of learning within the classroom environment.
7. **The Christian Teacher** (1/24) [Skillful Teachers] – Director of Center for Teaching & Learning
How do I teach Christianly? This session builds on our previous understanding of integrating academic discipline and focuses on specific practices undergirded by our Christian commitments in the classroom.

8. **The Expert Advisor (2/7)** [Advisors & Mentors] – Associate Provost
How do I advise students? This session focuses on the work of advising students well.
9. **The Digital Teacher (2/21)** [Skillful Teachers] – Director of Office of Digital Learning
How can students learn effectively in the digital modality? This session introduces the Office of Digital Learning and provides orientation to learning and teaching well in the digital modality.
10. **The Mentor of Student Scholarship (3/7)** [Advisors & Mentors] – Library and Academic Support staff
Who is the LBC | Capital student and how can we support them in their scholarship? This session identifies key learning supports for students in their academic pursuits and identifies scholarly resources available to all faculty.
11. **The Mentor of Student Growth (3/21)** [Advisors & Mentors] – Associate Provost, Support staff
How are students growing at LBC | Capital? This session explores common challenges and support structures available to students as they grow at LBC | Capital.
12. **The Expert Assessor Pt. 2 (4/4)** [Skillful Teachers] – Associate Provost, Compliance Officer
How do we know we are succeeding as an institution? This session provides context and guidance for thinking about assessment at the institutional level.

New Faculty/Academic Support Staff Time Commitment

FALL Event	Time	SPRING Event	Time
Building Community Kick-Off	3 hours	6 Building Community Sessions	6 hours
6 Building Community Sessions	6 hours	6 Bi-weekly meetings	6 hours
6 Bi-weekly meetings	6 hours	1 Observation + debrief	2 hours
1 CTL check-in	1 hour	Celebration	1.5 hours
1 Observation + debrief	2 hours	1 CTL check-in	1 hour
Writing T&L Philosophy	5 hours	Program Pilot Survey	30 min.
		Writing T&L Philosophy	5 hours
Total Time Fall: 23 hours		Total Time Spring: 22 hours	

Mentor Time Commitment

FALL Event	Time	SPRING Event	Time
Mentor Training Meeting	1 hour	6 Bi-weekly meetings	6 hours
Building Community Kick-Off	3 hours	1 Observation + debrief	2 hours
6 Bi-weekly meetings	6 hours	Celebration	1.5 hours
1 Observation + debrief	2 hours	1 CTL check-in	1 hour
1 CTL check-in	1 hour	Program Pilot Survey	30 min.
Total Time Fall '21: 13 hours		Total Time Spring '22: 11 hours	

Building Community Notebook

Table of Contents:

1. LBC | Capital's Mission, Vision, & History
2. Distinctives and Statement of Faith
3. Academic Vision Statement
4. Building Community Class of 2022 Bios
5. Building Community Seminar Topics
6. Building Community Notes
7. Checklists
8. Where do I find? LBC | Capital A-Z

Mentor Guide

Week 1 Mentor Guide
Date: _____ Time: _____
Check in (urgent issues, work-life balance, personal issues):
Prior Building Community Session: The Big Picture (Introduction: Who is LBC Capital?) • Main Points: ○ Unique mission and context of LBC Capital ○ Challenges and Strengths ○ Future vision of LBC Capital
Potential Questions for Discussing Building Community: • How does LBC Capital seem similar or different to your previous institution or career? • What seems important to know about the culture of LBC Capital? • What's something you would like to know more about regarding the identity of LBC Capital?
Potential Questions for Discussing Life at LBC Capital: • What is currently the most life-giving aspect of your work here at LBC? • What is currently your greatest challenge in your work here at LBC? • How is progress on your professional goals going this semester? • How well are things going in advising or mentoring your students? (at-risk students, exceptional students, keeping up with grades, mentorship opportunities, etc.) • How have the past week's conversations in Building Community shaped your experience and thinking about writing a teaching and learning philosophy statement?
Action Items:
Next meeting date: _____

Books -- Teaching & Learning, Higher Education, Biblical Worldview Integration

The Courage to Teach – Parker Palmer

Desiring the Kingdom – James. K. A. Smith

Discussions in the College Classroom – Jay R. Howard

The Flourishing Teacher – Christina Bieber Lake

How Humans Learn: The Science & Stories Behind Effective College Teachers - Joshua R. Eyler

How People Learn: Brain, Mind, Experience, and School – National Research Council

Making it Stick: The Science of Successful Learning – Peter C. Brown

The New Art & Science of Teaching – Robert Marzano

On Christian Teaching – David I. Smith

The Online Teaching Survival Guide – Judith Boettcher and Rita-Marie Conrad

Small Teaching: Everyday Lessons from the Science of Learning – James. M. Lang

Teaching Across Cultural Strengths: A Guide to Balancing Integrated and Individuated Cultural
Frameworks in College Teaching – Chavez & Longerbeam

The Vocation of the Christian Scholar – Richard T. Hughes

What the Best College Teachers Do – Ken Bain