

NCFDD Faculty Success Program (Boot Camp)

Program Evaluation | AY 2014-2015

The National Center for Faculty Development and Diversity (NCFDD) is an independent organization that provides professional development and mentoring to faculty and other academics. With funds from UCOP and the Vice Chancellor's Office for Equity, Diversity, and Inclusion (EDI), UC San Diego became an institutional member of NCFDD in 2014. In addition to regular membership, EDI sponsors faculty through a merit-based application process to participate in NCFDD's flagship Faculty Success Program. This intensive 12-week virtual 'boot camp' is designed to help faculty establish and maintain habits that support scholarly productivity, professional development, and work-life balance. During the 2014-2015 Academic Year, EDI sponsored two cohorts of 27 total participants¹ in the Faculty Success Program.

Faculty Success "Boot Camp" Results

Seventy-eight percent of participants completed the online program survey from EDI. According to feedback, the Faculty Success "Boot Camp" was a transformative experience for many faculty and has been highly impactful on their productivity and wellbeing.

OVERALL SATISFACTION WAS HIGH

- ↳ 81% of faculty rated the program as **Very Good** or **Excellent**
- ↳ 90% would **recommend the program** to other UC San Diego faculty
- ↳ 86% think it's important for UC San Diego to **invest in the Boot Camp** for faculty

"This is simply a terrific program—well thought out, well run, highly effective. [...] I think the institutional investment is well worth it—and very much hope UCSD can continue to support interested faculty."

"My only gripe about the bootcamp is that if Universities don't fund it, the cost can be prohibitive. [...] I am so grateful to have had the program for free. This has been an incredibly busy and productive year for me, and I credit the NCFDD Boot Camp and Alumni Program with a lot of the credit for that, alongside the support of my Department and Division."

"This was the single most transformative experience of my academic career."

FACULTY WERE ENGAGED THROUGHOUT THE PROGRAM

- ↳ 95% completed all or most of the **small group calls**
- ↳ 90% completed all or most of the **homework assignments**
- ↳ 85% completed all or most of the **weekly calls** with Kerry Ann Rockquomore

¹ Some participants received partial funding from EDI, with the Division covering the remainder. Boot camp participants represent 5 General Campus Divisions/Schools (44% Arts & Humanities), SIO, and the Medical School; 10 Assistant Professors, 8 Associate Professors, 3 Full Professors, and 6 other academics.

SEVERAL LEARNING OUTCOMES WERE ACHIEVED

- ↪ 95% of faculty are likely or very likely to **apply what they learned**
- ↪ 95% of faculty thought the **program was effective or very effective** in training them on how to establish a daily writing routine and how to avoid time management mistakes
- ↪ 90% of faculty thought the **program was effective or very effective** in training them on the common time challenges scholars face in balancing the demands of the academy, as well as how to align their time with institutional priorities

"I have sustained most of the structure of the boot camp in my ongoing work, including working with buddies, accountability groups, daily writing, weekly plan, semester plan, etc and it is EXTREMELY useful. I also met people who have become really good professional development resources through the program."

"I have been continuing my practice of daily writing and hope to expand the time. I have continued to hold weekly planning meetings and drawn up more long-term plans as well. I also became a buddy with one of the members of my small group and we have kept each other accountable. Finally, I joined the alumni program and still listen to some calls and access online information to deepen my application of these practices."

FACULTY EXPERIENCED TANGIBLE RESULTS

- ↪ 76% of faculty reported **improvement in productivity** as a result of FSP
- ↪ 55% experienced improvement in **career satisfaction**
- ↪ 50% experienced improvement in **tenure or promotion-related stress**

"It's possible to be productive AND happy."

"My stress has plummeted."

"...this investment in my success has had a major and beneficial impact on my feelings about UCSD."

"I now have a daily writing habit. If I miss a day of writing, I feel it, and I take steps to correct it. I take the time to clarify my goals and commitments at the start of each quarter and have improved my ability to keep to the plan by incorporating the weekly planning and daily goal setting."

PARTICIPANTS GIVE BACK TO COLLEAGUES AND GRADUATE STUDENTS

Boot camp participants are required to give back to the UC San Diego community upon completing the program as a term of the EDI award. The purpose of this requirement is to spread the benefits of the program as widely as possible and to foster a collegial faculty environment.

Some participants have started small writing groups; others have hosted a brown bag for their departments. The majority though, are transferring this knowledge to graduate students, and planting the seeds for success in academia.

"I'm also transferring what I've learned and am experiencing into my interactions with graduate and undergraduate students, urging them (esp grads) to write daily, take time off, and seek out ways to streamline their jobs in order to devote more time to their own academic success."

"I'm planning on organizing a workshop for graduate students next year on some of these time-management techniques."