

Start **HERE!**

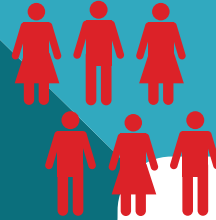
New Faculty Orientation
Welcome to Carleton!

HI!
HELLO!

Faculty mentor
New faculty members get matched with a senior faculty mentor in another department to advise them for the first two years.



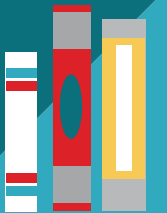
Third-year review
The review includes constructive feedback on teaching from faculty observers and in-depth student surveys.



Letter from the dean
At the end of a faculty member's review, the dean of the college summarizes areas where he or she has excelled and offers recommendations for improvement.



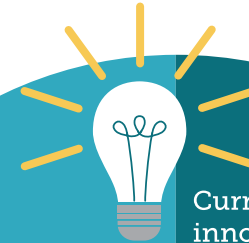
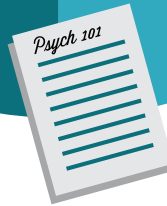
Sabbatical
After every nine terms of teaching, faculty members are eligible for a one-term sabbatical. They might wrap up a research project or finish converting their dissertation into a book—and then incorporate what they've learned into their classes.



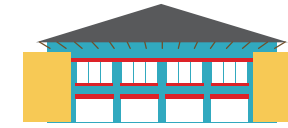
Fostering excellent teaching at Carleton isn't just about hiring the best teachers. It also involves ensuring that our professors are supported throughout their careers. Although every professional trajectory is different, teaching at Carleton is far from a game of chance—no matter which path our professors take, they'll find support along the way to help them excel.

First-year LTC meetings
Carleton's innovative Perlmán Center for Learning and Teaching (LTC) offers a monthly series designed to help first-year faculty members with nuts-and-bolts topics like syllabuses and grading.

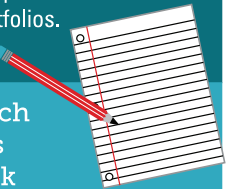
Second-year LTC seminars
Meetings for second-year teachers focus on developing research agendas—especially ones that can involve students—and preparing for the third-year review.



Curricular innovation grants
Small faculty development grants are available to support a summer project such as testing new technology, developing a course, or designing enhanced assignments.



Read writing portfolios
Faculty learn how to create strong writing assignments and receive a small stipend to evaluate sophomores' writing portfolios.



LTC lunch sessions and book groups

Conferences
Faculty members receive \$2,000 per year for professional development, and can apply for additional support from the Headley Faculty Travel Fund.

"Our focus on seeking better and constructive ways to evaluate teaching sets us apart from our peers," says dean of the college Beverly Nagel '75. "We have a well-developed mentoring program for our faculty, and other institutions have contacted us to ask about the student evaluations we use. Plus, Carleton's LTC does a great job of serving faculty members throughout their career spans."

Senior faculty development program
Senior faculty members need time to pause and take stock of the challenges and opportunities that come with this phase of their careers. The LTC director facilitates small group discussions of topics selected by faculty peers.



Develop a new off-campus program
Faculty members can visit the off-campus studies (OCS) office to discuss ideas for a new study-abroad program. OCS offers support before, during, and after the program.



Student observer
For more insight on their teaching style, faculty members can hire a student observer through the LTC.

Targeted release grants
Faculty members who need a little extra time to finish that research or curricular project can apply for a one- or two-course release.

Student research assistants
Everyone benefits when faculty members hire students to assist with research.



Tenure!
After celebrating this milestone, faculty members receive additional suggestions for a successful career at Carleton from the tenure committee and dean.



A WELL-GROOMED PATH