

NEBHE

NORTH STAR COLLECTIVE



PILOT YEAR (2021-2022)

PROGRAM SUMMARY

CONTACT US



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NORTH STAR COLLECTIVE OVERVIEW

The New England Board of Higher Education (NEBHE) is pleased to introduce the pilot of the **North Star Collective** (NSC) and its first faculty program, the **North Star Collective Faculty Fellowship**.

These are part of NEBHE's broader **reparative justice initiative**, which is committed to restoring, nourishing and uplifting Black, Indigenous, People of Color (BIPOC) faculty in the region, and supporting leaders as they transform institutions around racial equity.

We would like to partner with higher education institutions on this critical work. In this pilot year, we are seeking at least **10 founding institutional members** to form the collective, a group of colleges and universities in the region that pool resources, share best practices and expertise, and provide support and accountability for institutions as they transform their institutions and uplift BIPOC faculty on their campuses.

INSTITUTIONAL MEMBER BENEFITS

- **Two guaranteed faculty fellow seats** in the pilot year of the North Star Collective Faculty Fellowship (*Note: there is no limit to the number of faculty members from an institution that can apply and additional seats might be available at an additional per-participant fee*)
- **A community of institutions invested in racial justice** that can provide support and accountability
- **Two facilitated roundtable discussions for Chief Diversity Officers** (CDOs) or their equivalents/ affiliates to share best practices and problem-solve issues on campus - offered fall 2021 and spring 2022 semesters
- **Two webinars** offered in fall 2021 ("Unpacking Reparative Justice") and spring 2022 ("Nourishing and Uplifting BIPOC Faculty on Campus")
- **A curated resource toolkit on reparative justice** compiled by NEBHE with best practices across the region
- **Recognition as a North Star Collective Founding Member** in NEBHE materials, including website and publications



INSTITUTIONAL MEMBER COMMITMENTS

- **Yearly membership fees** of \$5,000
 - **Promote NEBHE's reparative justice initiatives** on their campuses
 - **Promote the North Star Collective Faculty Fellowship** among BIPOC faculty
 - **Support senior leaders' participation** in the Collective roundtable discussions and webinars
 - **Share periodic updates with Collective** on transformative, restorative, nourishing and uplifting projects undertaken by institution
- *Members are also encouraged to provide **in-kind support**, such as:
- Faculty or administrator volunteers to lead or facilitate Faculty Fellow virtual workshops

BIPOC FACULTY FELLOWSHIP

The **North Star Collective Faculty Fellowship** is a semester-long fellowship in Spring 2022 that promotes healing and repair by providing a nourishing community of care, mentorship and professional development for early career BIPOC faculty in New England.

The Fellowship is created **by BIPOC faculty for BIPOC faculty** to support their professional development. It is focused specifically on supporting fellows' writing and publishing endeavors and overall wellbeing, which are both essential to advancement, tenure and promotion. The Fellowship will provide a support network for BIPOC faculty to help navigate the challenges they face in their academic careers, to promote wellness and healthy work-life balances, and to foster a community of care for Fellows' holistic growth.

For the pilot year (2021-2022), NEBHE hopes to select **up to twenty fellows**.

FACULTY FELLOWSHIP ELIGIBILITY

- **Self-identifying BIPOC faculty** including those who are Black/African/African American, Latinx/ Hispanic, Native/ Indigenous, Arab/Middle Eastern, Asian/ Asian American/Pacific Islander, and Multiracial
- **Non-tenured junior faculty in their first five years of teaching at a New England institution** (either 2-year or 4-year), including full-time tenure-track or core assistant professors, visiting assistant professors, lecturers, and adjunct faculty
- Applicants' scholarship and teaching should be **situated in the Humanities or Social Sciences fields** (for the pilot year)



FACULTY FELLOWSHIP BENEFITS

- **A \$1,000 stipend** for research, publication, and professional development
- **A mentored virtual writing retreat** in January 2022
- **Biweekly virtual writing accountability groups** with peer fellows (two hours every other week for four months in the semester: January - April 2022)
- **Three interactive virtual workshops** (two hours each) crafted specifically to support fellows' professional development and holistic growth: (1) "Developing a Writing Routine & Publishing," (2) "Beyond Academia: Is There Such a Thing as Work-Life Balance?," (3) "Planning for Tenure & Promotion"
- **Networking and peer mentorship**
- Opportunities for fellows to **promote and elevate research**
- **A virtual closing symposium** for fellows to share their work

FACULTY FELLOWSHIP VIRTUAL WORKSHOPS

COLLECTIVE SCHEDULE FALL 2021

COLLECTIVE SCHEDULE SPRING 2022

(1) Developing a Writing Routine & Publishing

- Getting started, navigating writer's block
- Converting a dissertation into a book
- Writing a book proposal
- Identifying the right journal or press / editor
- Setting and navigating timelines
- Responding to reader reviews
- Hidden fees for publishing
- Images, index, book covers
- Publicity and getting book out

(2) Beyond Academia: Is There Such a Thing as Work-Life Balance?

- Relocation, establishing new community
- Establishing and nourishing family, friends, fellowship
- Hobbies, non-work interests, activism, self-care practices
- Navigating unexpected life transitions / hardships
- Taking medical / personal leave, parental leave, & tenure extensions

(3) Planning for Tenure & Promotion

- Understanding tenure and promotion expectations
- Building and prepping dossier, writing narrative
- Publicizing work and elevating scholarship
- Identifying internal and external reference letter writers

September 2021:

- Publicize call for applications for NSC Faculty Fellowship
- Deadline for NSC partner institutions to pay \$5,000 yearly membership fees (September 30)

October 2021:

- Deadline for NSC Faculty Fellowship applications (October 31)
- Roundtable Discussion #1 for Chief Diversity Officers and affiliates at NSC Members Institutions

November 2021:

- Webinar #1 for NSC Members: "Unpacking Reparative Justice"

December 2022:

- Announce inaugural cohort of Faculty Fellows
- Virtual Orientation for Faculty Fellows

January 2022:

- Virtual Writing Retreat for Faculty Fellows
- Virtual Biweekly Writing Accountability Groups begin for Faculty Fellows and continue through April 2022

February 2022:

- Faculty Fellow Virtual Workshop #1: "Developing a Writing Routine & Publishing"

March 2022:

- Faculty Fellow Virtual Workshop #2: "Beyond Academia: Is There Such a Thing as Work-Life Balance?"
- Roundtable Discussion #2 for Chief Diversity Officers and affiliates at NSC Members Institutions

April 2022:

- Faculty Fellow Virtual Workshop #3: "Planning for Tenure & Promotion"
- Webinar #2 for NSC Members: "Nourishing and Uplifting BIPOC Faculty on Campus"

May 2022:

- Virtual Closing Symposium for Faculty Fellows