Office of Faculty Development

Early Career Faculty Seminar (ECFS) Information Sheet 2026-27

Early Career Faculty website at WMU

This document provides information about the 2026-27 Early Career Faculty Seminar. For questions, please contact Dr. L. Lusike Mukhongo

2026-27 ECFS Co-facilitators:

- Dr. L. Lusike Mukhongo, associate director, Office of Faculty Development & associate professor, School of Communication
- Benjamin R. Brady, associate professor, School of Interdisciplinary Health Programs

Overview:

The Early Career Faculty Seminar (ECFS), hosted by the Office of Faculty Development at WMU, is a yearlong program designed to equip new and early-career faculty members with the support and tools they need to thrive at WMU. Through monthly sessions, participants engage with university leaders, senior faculty, and campus partners through interactive sessions tailored to the unique needs of early-career faculty.

Audience: This seminar is ideal for new and pre-tenure faculty.

Sign up by Sept. 11 or join mid-year:

Sign-up form for the Early Career Faculty Seminar

Date/Time/Location:

- **Fall 2026** sessions **in person** on Sep. 16, Oct. 14, Nov. 11, and Dec. 9
- **Spring 2027** sessions, **virtual via Webex** on Jan. 20, Feb. 17, Mar. 17, and Apr. 14

Questions: Please contact Dr. L. Lusike Mukhongo lynete.mukhongo@wmich.edu or the Office of Faculty Development

Overview

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Faculty who complete at least 5 sessions will receive a certificate of completion.

Objectives of the ECFS

By participating in the ECFS, early-career faculty will:

- Develop a supportive peer network for collaborations and shared learning across disciplines and colleges.
- Gain knowledge of the promotion and tenure process at WMU by examining expectations in teaching, research, and service, and reviewing essential dossier components.
- Develop personalized strategies to balance scholarly productivity, student engagement, and faculty well-being, aligning with institutional expectations and long-term career goals.
- Identify and leverage available resources and professional development opportunities.

Why Participate?

The ECFS provides a structured, supportive environment to help new and pre-tenure faculty thrive at WMU. Participants engage in interactive sessions tailored to the unique needs of early-career faculty. The program fosters cross-disciplinary networking, offering opportunities to build meaningful connections across campus, collaborate, and share insights with peers. Faculty hear directly from tenured colleagues about expectations for teaching, research, and service across disciplines, and gain practical insight into preparing effective tenure and promotion dossiers. Additionally, ECFS supports faculty in developing strategies to balance productivity, student engagement, and personal well-being, offering personalized roadmaps for long-term success.