

## **2018-2019 Annual Report Office of Faculty Development**

This was another year of transition for the Office of Faculty Development (OFD). Michele Vancour served as Director, Jennifer Hudson as Associate, and Rachael Levesque as Graduate Assistant (10 hours/week). We welcomed Christine Anderson as our part-time Secretary in fall 2018. This year we embraced a few new program ideas, including social justice, writing for success, online teaching and Open Education Resources. We also transitioned post-award administration of AAUP internal grants to Sponsored Programs and Research (SPAR).

**Faculty Development Advisory Committee:** OFD is fortunate to have had a committed advisory committee: Barbara Cook (HHS), Mary Ann Glendon (HHS-at large), Luke Eilderts (A&S), Maria Diamantis (A&S-at large), Joel Dodson (A&S), Jess Gregory (EDU), Elsie Ogba (EDU), Andrea Adimando (HHS), Frank Bevvino (BUS), Robert Page (BUS), and Winnie Shyam (LIB). During this academic year we met to revise the request for proposals for the Faculty Development Grant (FDG) and Curriculum-Related Activity Grant (CRAG). We also revised and approved the Committee bylaws. They were approved by Faculty Senate for on May 8th.

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### **Assisting Faculty in their Teaching Effectiveness**

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**New Faculty Orientation:** Last summer we implemented a reimagined approach to New Faculty Orientation. We continued to combine full-time and part-time faculty sessions, implementing a shorten agenda, and adding opportunities for additional topic-based learning throughout the semester. This event was renamed, New Faculty Welcome. Thirty-eight incoming faculty attended on Thursday, August 23 and Friday, August 24. This year's agenda included library tours, parking passes, lunch provided by Faculty Senate and SCSU-AAUP, a panel of faculty, welcome reception, on Aug. 23, and a campus tour and civility and respect in the workplace workshop offered by the Office of Diversity and Equity on Aug. 24.

**Teaching with Technology:** We continued the Tech Tuesday sessions addressing the following topics: Easy alternatives to clickers and quick-movie making software, giving feedback and collaborating the Google way, citation tool and services, advanced library searching tools, Microsoft OneDrive, Mendeley for curating, organizing and citing resources.

**University Forum:** We worked to plan the 2019 University Forum with faculty from Social Work, English, Marriage and Family Therapy, and Sociology. The culmination of our efforts resulted in: "*Moving Beyond Diversity: Teaching for Racial and Intersectional Justice.*" Eighty-four attendees participated this event on January 16, 2019.

**Teaching Academy:** This year's Teaching Academy, "Promoting Writing for Academic Success," was planned with an ad-hoc committee consisting of faculty from English, the Writing Center, Library Services and Educational Leadership and Policy Studies. Forty-two faculty and staff participated in the Teaching Academy. Presenters represented the departments noted above plus: English, Educational Leadership and Policy Studies, Counseling & School Psychology,

History, Library Services, Mathematics, Social Work, and the Center for Educational and Assistive Technology.

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### **Commitment to Technological Innovation and Support**

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**Online Teaching Training:** Beginning in July 2018, Bogdan Zamfir, Director of the Center for Educational and Assistive Technology, worked with Michele Vancour to provide 5 trainings to 25 faculty from the School of Business, 11 from Social Work, 10 from History, and 1 from Philosophy. Some of the trainings were supported by Alison Wall (MGT) and Lauren Tucker (SED). The format was modified from an 18-hour, 3-day training, to a 15-hour, 3-day training and then to a 12-hour, 2-day training. Experimenting with these different formats allowed us to provide the most appropriate material and to engage faculty in meaningful practice sessions.

**Online Teaching Advisory Committee:** Michele Vancour joined the Online Teaching Advisory Committee, led the composition of a report detailing the Committees yearlong contributions.

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### **Promoting and Recognizing Excellence in Teaching, Learning and Scholarship**

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This year's **Celebration of Excellence** was held on Monday, April 15, 2019 in the Adanti Student Center Ballroom. This event was well-received by awardees, their colleagues and guests.

**Outstanding Teaching/Advising Award Selection Committee (OTA):** The Committee - Erin Larkin, Elaine Martin, Charles Baraw, and Wafeek Abdelsayed - recognized faculty for the J. Philip Smith Outstanding Teaching Award and Outstanding Adviser Award as well as the Board of Regents Teaching Award. Below are this year's recipients: **2019 Outstanding Teaching Award:** Kyle O'Brien (Social Work); **2019 Outstanding Academic Adviser Award:** Gayle Bogel (Library and Informational Science); **2019 Board of Regents Teaching Award:** Charles Baraw (English)

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### **Support for Scholarship, Research and Professional Development**

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The **Faculty Development Advisory Committee** awarded 20 FDGs (fall only) and 21 CRAGs with funding to for faculty to accomplish important work to enhance teaching, research and scholarship. The formal Request for Proposals for FDG in the spring was suspended for revision and preparation of the new format and increased funding limit of up to \$12,000 for the 2019-2020 academic year.

**Professional Development.** Last year Faculty Development expanded its professional development initiatives with an emphasis on advancement in higher education. This decision was based on needs expressed at Southern, as well as at state and national levels for faculty to assume leadership roles. The following is a list of items implemented:

- **Southern's chapter of CT AWN.** We continued to support Southern's chapter of CT AWN (Michele co-chairs the chapter with Paula Rice, Director of the Office of Diversity and Equity). Four Friday meetings with speakers were implemented in the fall and spring with Dr. Colleen Bielitz, a panel of campus leaders (Dr. Jean Breny, Anna Rivera-Alfaro,

Cassandra Lang), Dr. Terricita Sass and Dr. Tracy Tyree. Average attendance was 10-25 women with many returning from seminar to seminar. The attendees were highly invested in the topics and asked many relevant, thought-provoking questions which facilitated discussion among the audience and presenters.

- **Southern's chapter of CT AWN Conference.** The first conference was held on Friday, May 17, 2019. Sixty-five women (faculty, staff, administrators, and students) attended. The agenda was robust and the day honored participants and their leadership development journeys.
- **Wellness Wednesdays.** During the fall 2018 semester, OFD experimented with a new series called, *Wellness Wednesdays*. Topics included: (1) Sustainable approaches to healthy working and living and (2) the affective dimensions of teaching and learning. Twelve faculty members participated in these sessions.
- The book, *The Outward Mindset* by The Arbinger Institute, was sent to faculty leaders to read over the summer with the possibility to participate in a book discussion group during the fall 2019 semester.
- The new faculty **mentoring circle** program was piloted this year and included a more informal and cross-sectional approach to connecting mentors and mentees. Two mentoring circles were facilitated by Faculty Development in Fall 2018. In Spring 2019, circles were facilitated by faculty experts (Dr. Charlie Yang and Dr. Meredith Sinclair) on such topics as teaching and researching mindfully, work-life balance, and inclusive teaching. We also held four mentoring sessions focused on how college students learn, advising and student success, resetting your work-life compass, and mindfulness. Jennifer Hudson facilitated several one-on-one mentoring partnerships in response to faculty interest. Feedback and observations this year will continue to inform changes to this program next year.

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### Communicating with Faculty

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Faculty Development continued to use the "All-Faculty" list for email communication, as well as posters, information sheets, and the website to promote events and encourage participation in programs. We maintained our website and web content, utilized a Facebook Page.

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### Faculty Development Professional Service, Presentations and Activities

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#### **Michele Vancour.**

- Served as member of **College and University Work-Life-Family Association (CUWFA)** Board of Directors.
- Served as a member of the **Connecticut ACE Women's Network (CT AWN)** Board of Directors.
- Served as co-chair of **Southern's Chapter of CT AWN** with Paula Rice.
- Attended **HERS (Higher Education Resources Services) Institute: Women in Higher Education Leadership**.
- Convened the **Work-Life Advisory Committee**; led the initiative to establish Southern as the first Breastfeeding-Friendly Campus in CT and the U.S.; and collaborated on childcare resources for faculty and students.
- Convened the **Child Care on Campus Committee** to prepare a child care survey of student-parents to inform a future CCAMPIS grant proposal.

- Participated in the **Campus Climate Survey Workgroup** and embraced projects in response to its initial results.
- Joined the **Online Teaching Advisory Committee** and planned Teaching Online trainings in July 2018, December 2018, March 2019, April 2019, and May 2019.
- Participated in meetings of **Committee W** (Committee on the Status of Women in the Academic Profession).

**Jennifer Hudson.**

- Attended the **New England Faculty Development Consortium** Spring 2018 Conference at Lasell College (June 2018) focusing on “The Role of the Affective Domain in Teaching and Learning.”
- Attended two state in-service trainings: grant writing at Tunxis Community College in October 2018 and productivity at Manchester Community College in November 2018.
- Joined the **Women’s and Gender Studies 2020 Conference Planning Committee** and helped develop the call for proposals for the 2020 conference focusing on “Gender, Race, Community, and Conflict: Pursuing Peace and Justice.” More work in conference planning will be conducted during the summer and the 2019-20 academic year.

**2019-2020 Goals for Faculty Development**

2018-2020 Goals/2018-2019 Accomplishments:

1. To improve the relationship between faculty development and student success, specifically through advisement and mentoring.
  - Task(s): Faculty Development will:
    - (1) continue to strengthen partnerships on campus and in the community to facilitate improved advisement and mentoring components
      - Collaborate with Academic Success Center (Teaching Academy session)*
    - (2) encourage faculty involvement in student success initiatives
      - Teaching Academy on Promoting Writing as a Tool for Success – focused on academic success, social justice, research, teaching with technology and open education resources*
      - University Forum focused on Moving Beyond Diversity: Teaching for Racial and Intersectional Justice*
2. To strengthen faculty capacity to improve student learning outcomes, specifically through quality teaching and scholarship.
  - Task(s): Faculty Development will:
    - (1) involve ACUE and iTeach faculty in working with colleagues to help them with evidence-based teaching practices
      - Alison Wall (iTeach alum) co-facilitated online teaching trainings with Bo Zamfir and Michele Vancour.*
    - (2) provide additional opportunities for faculty to share their expertise through programming, mentoring, and collaboration

***Faculty facilitated mentoring circles, formed advisory committees to plan the 2019 University Forum, Teaching Academy, and CTAWN@Southern Conference. All OFD activities engaged faculty experts in presenting and delivering workshops.***

3. To promote a campus culture of teaching and advising excellence.  
Task(s): Faculty Development will:
  - (1) recognize the exceptional teaching and advising of faculty and promote additional opportunities to acknowledge their invaluable contributions  
***Developed the Faculty Stars/Dear Professor initiative on social media with Allison O'Leary (ICM).***
  - (2) revise and expand our mentoring initiative  
***Offered four mentoring circles, linked interested faculty with an assigned mentor***
4. To collaborate in university assessment efforts to realize the measurable impact of faculty development programming on faculty and students.  
Task(s): Faculty Development will:
  - (1) partner with Karen Cummings and others to develop a method for collecting data and tracking the impact of our programming  
***Not accomplished***
  - (2) integrate data collection methods into our programming  
***Not accomplished***
5. To increase the efficiency and efficacy of grant, award and other processes to foster faculty participation and experiences.  
Task(s): Faculty Development will:
  - (1) continue a quality improvement process to identify reliable methods for communicating, collecting, evaluating, and managing grant award and other processes. This will minimize the use of paper and email, and maximize effective communication and a manageable workload.  
***Worked with Amy Taylor on transitioning post-award AAUP internal grant administration to SPAR using the Quali system***
6. To collaborate with diverse faculty, staff and students to deliver innovative programming.  
Task(s): Faculty Development will:
  - (1) work with an interdisciplinary team of faculty to inform and provide programming that enhances the work climate, contributes to a positive campus culture, and addresses the needs of faculty, staff and students.  
***CTAWN@Southern  
University Forum on Social Justice***