

UINDY FACULTY DEVELOPMENT CENTER

Essence and Vision Statement:

The Faculty Development Center enhances the quality of learning, teaching, scholarship and service by facilitating faculty growth and by being an institutional change agent supporting the transformation of the University of Indianapolis into a cohesive, collaborative community focused on learning.

Stakeholders:

Board of Trustees-direction and vision of institution in alignment with the strategic plan

AQIP accreditation process and other accreditation agencies-maintenance of the integrity of the standards

Administrative Core-bring resources and organizational framework

Faculty-operational core recognizes how students learn and thereby design teaching and learning and research processes

Staff-critical in support of all aspects of the institution

Students-benefactors of a quality institution

Community stakeholders-benefactors of and interested in the development of students and graduates ready to meet community needs

Other Indiana Colleges-collaborative efforts in the area of faculty development

Program Scope:

What it is:

- A Haven which allows for individual, confidential consultations with faculty
- A community of practice: Assess faculty needs in relationship to teaching, scholarship, and service
- A clearing house for accessing resources to support faculty in fulfilling their professional roles
- A venue for collaborative, constructive, and learner-centered approaches to support faculty and academic units
- A comfortable place for faculty to gather and share and implement best practices

What it is not:

- Part of the summative, evaluative process of a faculty member
- A comprehensive research or grant writing center
- A remediation center
- Resource rich
- An agent of administration
- A unit that sets institutional policy

Current and future goals:

- Assess faculty needs at 1 and 3 years
- Develop a more effective orientation program for new faculty based on best practices (1-3 years)
- Gather data on program effectiveness
- Develop an operational resource center to meet faculty needs
- To provide specific development and support to faculty and units as a result of the needs assessment
- To provide a record of accomplishments to be used in planning, review, and celebration
- To broaden the dialogue across campus and across disciplines about teaching and learning
- Develop a faculty/staff teaching and learning resource and information repository
- Provide a catalyst for research-based endeavors in the areas of teaching, learning, scholarship, and service (3-5 years)

Top products:

- Professional development events
- New faculty orientation
- Professors involved in the scholarship of teaching
- Celebration Days: showcase for excellence in teaching and scholarship
- In house teaching and learning certification (series of five events with product outcome)

(Future) Qualities:

- Community visible
- Confidential
- Supportive
- Learner centered
- Resource rich
- State of the art
- Assessment-oriented

- Evidence-based
- Trend-setting
- Problem-based/experiential
- Empowering
- Transformational
- Cutting edge
- Innovative
- Scholarly
- Applied
- Success-oriented
- Inclusive
- Responsive
- Value-added
- Challenging
- World-class faculty
- Affirming
- Student-centered
- Open access

(Future) Qualities:

1. Learner centered
2. Respectful and empowering
3. High quality/effective
4. Evidence based
5. Value added
6. Community visible
7. Assessment oriented
8. Innovative

- Evidence based
- learner-center
- innovative
- responsive
- inclusive
- value-added
- community visible
- high quality, effective
- assessment oriented
- respectful
- empowering

Learner centered

- Responsive to participants' needs
- Learners define their own learning objectives
- Learners engage in constructing their own learning
- Infrastructure to provide and deliver resources

The Center will provide programming based on the results of the needs assessment whereby learners define their own learning objectives and construct their own learning through the resources provided.

Respectful and Empowering

- Confidential
- Responsive
- Professional
- Enabling
- Collaborative
- Constructive
- Andragogical

The Center will provide confidential consultation and collaborative, constructive programs that empower and enable faculty effectiveness through the implementation of best practices.

High quality/effective

- Research-based
- Data-driven
- Participation
- Positive image on campus
- Change in delivery of content

The Center will demonstrate high quality effectiveness through the delivery of research-based, data-driven programming resulting in broad based participation, thereby creating a positive image on campus and a change in classroom practice.

Evidence-based

- Best practices
- Data driven
- Measurable

Transformational
Innovative
Scholarship of teaching and learning

The Center will engage in the scholarship of teaching and learning by incorporating best practices, gathering data from measurable objectives to further develop innovative programming, and fostering a transformational culture.

Value added

Positive change
Enhancement of student learning
Change in delivery
Greater participation
Student retention
Faculty satisfaction

The Center will add value to the university through the enhancement of student learning.

Measurements: greater participation, student retention, faculty satisfaction

Community visible

Physical location
Word of mouth
Marketing
Celebration
Calendaring
Collaboration with other universities and colleges
Participation/presentation within and beyond the university

The Center will be visible in the community through faculty participation, presentation, and publication at the local, regional, and national levels.

Strategies: marketing, calendaring, celebrating, etc.

Assessment oriented

Evidence based
Data driven
Research based
Value added
Formative
Non-judgmental
Locus of control is with the assessee

The Center will create a culture of formative, non-judgmental assessment in which the participants have the locus of control to determine the value added to their faculty role.

Innovative

New

Develop programming within our current resource structure

Regularly scheduled

Deliberate

Intentional

Integrated

Collaborative