

Center for Faculty Development [CFD] – a thumb-nail sketch

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I - Overview of what we do, who we work with, and how we do it

We strive to support faculty in all facets of their professional life, and throughout their careers. Our programs are organized into five somewhat interwoven strands:

- Teaching and Learning,
- RSCA [Research, Scholarship, Creative Activities],
- Career Development and RTP [Retention, Tenure & Promotion],
- Collegial Conversations, and
- Communication Technology (Google apps & accessibility)

We support several internal grant initiatives funded by the Office of the Provost.

We work closely with several units across campus, including:

- *Academic Technology/eCampus*
- *Accessible Education Center*
- *Center for Community Learning and Leadership*
- *Counseling Services*
- *Emeritus and Retired Faculty Association*
- *Faculty Affairs*
- *Graduate Studies & Research* (where we are housed)
- *M L King Jr. Library*
- *Research Foundation*
- *Student Academic Success Services*
- *Tower Foundation*
- *Undergraduate Studies*
- Individual departments and colleges

In many cases, we provide the infrastructure to assist partners (e.g. GS&R and Research Foundation) in sharing their content and expertise with the broader campus.

We offer our services in all formats, including:

- small and large workshop sessions at CDF,
- loosely facilitated collegial conversation groups
- cohort-based programs at CDF,
- “house calls” arranged for groups of faculty (e.g., departments, colleges),
- individual consultations,
- one-time sessions
- on-line tutorials (including print materials and YouTube videos)
- multi-part sessions, and
- extended faculty professional learning communities (FLC’s)

Our space includes a classroom equipped with 24 laptops (IRC 210), a seminar room (IRC 101) equipped with a Smartboard that can seat 20-25 people, depending on the furniture configuration. We also maintain a professional development lab (IRC 202), where faculty and

staff avail themselves of fully equipped work stations and expert technical support. During AY 12-13, over 1300 SJSU staff and faculty members signed in to the lab to receive assistance from CFD staff. Over 600 faculty members participated in various professional development sessions.

II - Highlight of some of our innovative efforts, across our program strands (asterisk indicates new programs under development during AY 13-14)

Teaching and Learning: Our programs include opportunities for faculty to come to better *understand our diverse students*, and to *design their courses* to best achieve their instructional objectives. This includes exploring a *variety of pedagogies* and identifying the best ways to *leverage the power of cutting edge technologies*.

Understanding our Students series: Monthly brown-bag lunches devoted to sharing information about the strengths, challenges and supports for segments of our student population – Athletes, Veterans, members of Fraternities/Sororities, International students, First Generation students. (Partner - Student Academic Success Services.)

Pedagogy of On-Line teaching series: A multi-day cohort-based, individual group tailored workshop series, designed to prepare faculty to (re)design courses or entire programs to teach partially or completely on-line.

FLCs: We facilitate year-long faculty learning communities wherein participants explore ways to incorporate high-impact (high-touch and high-tech) educational practices. Had over 100 faculty participants in AY 2012-13. (Partners - Academic Technology and Center for Community Learning & Leadership)

Innovative Teaching – Course Redesign grants: Launched in Summer, 2013. Support faculty as they work to redesign courses; innovations include developing pedagogical skills and materials to “flip” courses, to put them partially or completely on-line, to modify them for large lecture format, to teach in next-generation classrooms or to incorporate high impact educational practices; loose cohort structure. (Partner - Academic Technology)

Departmental Student Success grants: Launched in Summer 2013. Support departments as they undertake broad curriculum revision to enhance student success in their department. (Partners - Undergraduate Studies and Student Academic Success Services)

RSCA: Our programs include opportunities for faculty to *articulate a scholarly agenda*, to *seek funding*, to *write*, and to *share the fruits of their labors* with the campus community. (Partners - GS&R, and Research Foundation and Tower Foundation staff.)

Writing Marathon: Offered four times each year (mid-fall, mid-spring, during January break and during summer). We partner with GS&R and the MLK library to create 2-3 days “oasis”-time for faculty to write – papers, grants, curriculum. We provide space, refreshments, critical reads/editing, statistical consulting, etc., as needed. *Hugely popular and successful program* as evidenced by attendance and demands for more marathon opportunities, and as evidenced by the number of publications, presentations and grant proposals emanating from them.

Grant Development Intensive: Offered once each year. Faculty apply individually or in groups to participate in a 2-day session, to move a grant toward submission (original or revision). CFD, GS&R and Research Foundation/Tower Foundation staff are available throughout to provide support as needed. Faculty then serve as ambassadors/resources for campus colleagues. Launched in January, 2013. To date, 6 of 9 participants in the program have already submitted grants; two additional participants completed their proposals but the competitions were closed due to sequestering of funds.

Undergraduate Research grants: Supports faculty-student pairs as they undertake a RSCA project of their own design. Implemented reception/show-case event, to share dyads' projects with the broader campus community. Very successful vehicle for promoting student career preparation and for energizing faculty mentors.

RSCA grants: Work with GS&R to solicit and review applications from to support RSCA projects.

Career Development/RTP: Our programs include support for faculty at all stages of their careers. (Partner closely with Faculty Affairs.)

New faculty orientation program: Welcome & campus overviews for new tenure-track faculty (full day) and for new lecturers (half) day; "roll-up-your-sleeves" just-in-time-workshops on a variety of topics for all new faculty; monthly follow-up for new tenure-track faculty, to go into greater depth on various topics (e.g., supporting RSCA; exploring opportunities for professional service on campus)

RTP sessions: For new and mid-stream probationary faculty, for tenured faculty seeking promotion to Full Professor; for "odd" and "even" year reviews (Annual Summary of Achievements and dossier preparation focus, respectively)

Individual RTP consultations. We provide extended individual and confidential consultations with faculty members, to discuss career, their trajectories and to assist them in organizing & preparing their RTP dossier to effectively convey their professional accomplishments.

Career planning: "Seneca Days" – "If you don't know what port you are sailing for, no wind is favorable" – half-day session at the beginning of summer, to help faculty create a practicable plan for the summer.

Mid-career professional growth and renewal program – Career-planning program designed for tenured faculty; includes a full-day retreat, pre-retreat reading/"homework" and post-retreat follow-up.

Preparing Future Professors program (in partnership with Stanford University). Pairs mid-career and senior SJSU faculty with advanced Stanford graduate students for a semester-long mentoring experience. Provides an *opportunity for professional revitalization for SJSU faculty* as they, in turn, provide graduate students with a window into the multi-dimensionality of faculty roles at our institution. First launched with 6 pairs in AY 2012-13; to be expanded to 10 pairs in AY 13-14. We were approached by UC Santa Cruz to explore creating a similar partnership with them.

**Transitions to Retirement* – Supported by two grants from the American Council on Education (2008-2011 and 2012-2014). We are completing two series of *YouTube videos*, to be up-loaded to our web-site this Fall. One consists of *interviews with a range of retired SJSU faculty*, to offer a window onto their experience deciding (when) to retire and making the transition through the process (at present, eight interviews are up on our web-site). The other, building on the widely-used FERP/PRTB Calculator we created, consists of a set of *financial literacy modules*, to better equip faculty at all stage to make informed financial decisions. (Partnering with the SJSU Emeritus and Retired Faculty Association, with faculty from the College of Business, and with HR).

**Department Chair professional development* – For new and seasoned chairs as well as faculty interested in becoming Chairs. Developing a series of pod-cast interviews with a range of current chairs focusing on their experience in their role as chair as well as the skill set they draw upon in their work as Chair; developing a professional development program build around archived materials. (Partnering with Faculty Affairs and University Council of Chairs and Directors.)

Collegial Conversations: Our programs include a variety of opportunities to bring members of the SJSU community together to learn from each other and to explore topics of mutual interest.

Breakfast Club/Tea and Talk series: Monthly/bi-weekly facilitated conversations where invited “presented” opens with a brief overview of their work, and then the conversation continues from there. Numerous research and teaching collaborations have resulted from these opportunities to discover areas of common interest. (Partner with GS&R).

Points of Pride “field-trips”: Monthly events designed to introduce faculty to various resources on and beyond campus. Fall 2013 trips have included a visit with the staff of IES/SJSU Research Foundation and Mineta Transportation Institute (October) and Moss Landing Marine Laboratories (November). Future events will include visits to on-campus “gems” from all academic colleges and the Library.

Additionally, we provide space and publicity for numerous opportunities for collegial conversation organized by faculty from across the campus.

Communication Technology: Our programs in this strand focus on helping faculty and staff to create effective and accessible professional materials

Google Apps. We offer workshops and individual consultations for faculty and staff to explore ways to leverage the range of Google Apps to facilitate their work.

Accessibility training. We offer workshops and individual consultations to assist faculty as they ensure that the instructional materials they incorporate into their courses are accessible to all learners. Build on principles of Universal Design. (Partner with Accessible Education Center and Academic Technology and Academic Technology.) *Focus for AY 2013-14 will be on non-print materials (e.g., video clips).*