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# Faculty Center Annual Report

Academic Year  
2017-2018



Elisa Grant-Vallone, Faculty Center Director,  
Matt Atherton, Associate Faculty Center Director  
Sonia Perez, Faculty Center and FMP Coordinator

Fredi Avalos, Faculty Fellow for Cultural Intelligence  
Ashley Fogle, Faculty Fellow for Lecturers  
Pamela Kohlbry, Faculty Fellow for Online Learning and Teaching  
Michelle Ramos-Pellicia, Faculty Fellow for FMP

California State University San Marcos  
Division of Academic Affairs

Faculty Center

Annual Report, AY 2017/18

**Progress Report on AY 2017/18 Goals**

The 2017/2018 AY continued to be a highly productive year in the Faculty Center. Over 456 different faculty members and administrators participated in **81** functions, meetings, and activities hosted by the Faculty Center during the academic year. Many faculty members participated in more than one event (**for a total of 1,400 attendees**). The team in the Faculty Center continues to be quite responsive to topics and issues that are of interest to faculty. In addition to the Director, Associate Director and Coordinator, we have 4 Faculty Fellows and 6 Faculty Learning Community Leaders. This team, with diverse expertise and a strong commitment to faculty development, contributes greatly to our thriving CSUSM Faculty Center.

**(1) Offer Diverse Professional Development Opportunities:** Over the past several years, the team in the Faculty Center has developed a keen awareness that faculty have different professional development needs at different times in their careers. We have consistently tried to offer *innovative and different* opportunities each year while being responsive to faculty and campus needs. This past year, we offered four different learning communities, numerous teaching and learning workshops and several all day teaching events, two different summer teaching institutes, year-long new faculty institutes, and workshops for graduate students who are hoping to go into an academic career. While one faculty member may find an FLC to be highly rewarding, another may prefer to attend a summer institute, while yet another just appreciates meeting with their Faculty Center Connections group for a coffee in the FC. Being flexible and open to new ideas, as well as partnering with other offices on campus, have been key factors in the Faculty Center's responsive programming and support.

**(2) Enhance NCHEA Connections:** The leadership for NCHEA remained on the CSUSM campus this past year and we were able to host several significant events. In February 2018, we hosted our first ADT/transfer pattern retreat for four departments (chemistry, physics, computer science and political science). The retreat was quite successful with at least one member of each department from each campus in attendance and about 40 faculty and administrators all together. Faculty had rich conversations at the retreat and identified some opportunities, challenges and next steps. In addition, we hosted the 7<sup>th</sup> Annual Tri-Campus Teaching event, *Latino Student Engagement, Retention and Graduation at Hispanic Serving Institutions*, for over 100 faculty from across the three campuses. Through these tri-campus conversations, we are able to better provide a seamless transfer experience for our students.

**(3) Further Develop Online Learning and Teaching (QOLT) Project:** Under the leadership of our Faculty Fellow for Online Teaching, Pam Kohlbray, we continued to expand the QOLT project and supported faculty who are teaching online. For the first time, we had two faculty submit courses for certification at the Chancellor's Office. In response, to the new Senate policy on online learning, we offered several new workshops including an "Online Teaching 101" as well as Faculty Insights into Online Learning. A year-long Online Faculty Learning Community faculty (for 8 faculty) met monthly and at the end created hybrid courses, modules and curriculum maps for online courses. In addition, The Faculty Fellow, Dr. Pamela Kohlbray, Faculty Associate, Lea Roberg-Chao, IDS, Jane Sim and BSN Student Teaching Assistant, Stephanie Lichtwardt presented a poster at the Cal Poly Pomona Polytech Symposium on University Teaching, in spring 2018. The poster titled *Innovations in Online Learning: Supporting Faculty and Student Success at CSUSM* described our QA activities and peer review process.

All of these development activities have not only created faculty expertise on campus but have provided numerous opportunities to faculty to learn best practices from each other. We received a Chancellor's Office grant to continue to innovate support for faculty for next year.

**(4) Provide High Quality Summer Programming:** In partnership with the Office of Community Engagement and under the leadership of Matt Atherton, Associate Director for Teaching and Learning, we will hold the fifth annual Summer Institute for Teaching and Learning which will be focused on *Serving Our Communities: Enhancing Learning through*

California State University San Marcos  
Division of Academic Affairs

Faculty Center

Annual Report, AY 2017/18

*Service.* In addition, with Denise Garcia as the lead, we will be offering a STEM Summer Teaching Institute specifically for Math faculty who are redesigning courses and exploring active learning strategies.

**(5) Offer AVID Teaching Toolbox Series:** In collaboration with the Office of Undergraduate Studies, we refined our teaching toolbox series. This year, we had 8-15 at each of the workshops and 8 received certificates for attending at least 3 workshops. Providing certificates for completing professional development activities continues to draw interest and seems to provide an incentive that faculty can include in their tenure or review files. We found the model of training CSUSM faculty to be facilitators to be highly beneficial (and cost-effective). Under the leadership of Matt Atherton, we will continue to evolve this program into a *Teaching Academy (plans to start in fall 2018)*. While the AVID focus appeals to some faculty (especially those in first year programs), we feel that developing a more general model for teaching tools will appeal to a wider audience.

**(6) Provide increased Lecturer Support:** Under the leadership of the Lecturer Faculty Fellow/Liaison, Ash Fogle, we successfully planned and hosted events for lecturer faculty, including New Lecturer Orientations, WPAF info sessions, WPAF hands-on workshops, campus-wide lecturer representative meetings, and casual events. In addition to these lecturer focused workshops, we continue to encourage all lecturer faculty to be involved in our Faculty Center workshops and Faculty Learning Communities. In fact, of our 400 faculty who attended a Faculty Center function, approximately 159 were lecturers and graduate students. We are pleased we are reaching such a large number of lecturer faculty.

**Summary of Faculty Center Events, Activities and Faculty Learning Communities**

**(1) Faculty Learning Communities:** Our communities continue to thrive and interest in them continues to be strong. This past year we had five different learning communities with about 49 faculty participants.

Our FLCs focused on numerous critical topics:

- Pathways to Academic Success and Opportunities (PASO), led by Kimberley D'Anna Hernandez
- Quality Online Learning and Teaching (QOLT), led by Pamela Kohlbry and Cynthia Melendez
- Writing FLC, led by Rebecca Lush, Fall 2017
- Sustainability: Transforming Academics and Research (STAR) FLC, led by Lucy HG Solomon and Juliana Goodlaw
- Building and Strengthening Faculty Relationships FLC, led by Fredi Avalos
- STEM Teaching, led by Stephen Tsui and Denise Garcia (\*\* Supported by CSM Grant)

**(2) Teaching and Learning Activities**

- NCHCA Tri-Campus Symposium – *Latino Student Engagement, Retention and Graduation at Hispanic Serving Institutions (102 Faculty in attendance)*
- Introduction to Service Learning workshops in collaboration with the Office of Community Engagement
- Preparing Future Faculty Workshops (4 workshops for graduate teaching assistants)
- Teaching Toolbox (AVID) Series
- Exploring Pedagogy Discussions (e.g., Who are our students? Rethinking what we know; Understanding what your students understand: Using classroom assessment techniques)
- Active Learning Classroom workshop
- Veterans Student Support workshops

**(3) Ongoing Professional Development Workshops and Support**

- Lecturer Orientation
- Lecturer Evaluation Training
- New Faculty Institute (hosted 7 workshops throughout the year)
- RTP and Sabbatical Workshops
- Professional Development Grants: (\$43,21 was awarded to 62 faculty members)

California State University San Marcos  
Division of Academic Affairs

Faculty Center

Annual Report, AY 2017/18

- Diversity and Social Equity Grants: (\$2,000 was awarded to 4 faculty members)
- Teaching and Learning Symposium Grants (\$400 for 3 faculty members to attend)

**(4) Cultivating Relationships**

- 14th Annual Faculty Reception (81 attendees)
- Super STEM Saturday (over 115 faculty, friends, and special guests attended)
- Faculty Center Connections Program (42 members participated in mentoring circles )
- Research Colloquium Dinners: In fall, Yvonne Meulemans, spoke about her research, *Apathy, Identity, Curiosity: Using Threshold Concepts to Understand Students*. In spring, Sharon Hamill, Ph.D., spoke on the topic *Can Anybody Out There Hear Me? The Hidden Struggle of Young Caregivers*. These continue to be popular events and 45-60 faculty attended each one

**Faculty Mentoring Program**

- **FMP Activities:** With the Faculty Fellow for the FMP program, Michelle Ramos- Pellicia, we hosted a range of group activities during the academic year including, Orientation & Welcome Lunch for fall and spring, Coffee Cookie Klatches, Ice Cream Social, workshops and conference opportunities, cultural events, Year End Celebration (graduation) (attendance ranged from 8-109 protégés and faculty at each event).
- **Demographics Report:** This Academic Year, 112 mentors volunteered their time and knowledge. We served 176 protégés for Fall and 143 protégés for Spring. Of the 63 of our FMP graduating protégés, 53 graduated this Spring and 10 last Fall semester.
- **Post-graduate Testing Scholarships:** We received 12 applications, Fall 2016 (5) and Spring 2016 (7). We were able to provide complete or partial support for the 12 applicants (\$2,521) from our CSUSM Foundation funds. The Post-graduate testing scholarships help our protégés cover the costs of the GRE, GMAT, LSAT and CBEST tests.

**Unanticipated Opportunities for Advancing the Unit's and Division's Vision and Mission:**

**Enhanced Faculty Recognition:** This past year, the Faculty Center increased the number of certificates we offered for participation in programming. While this seems like a small detail, faculty have appreciated not only the recognition but the concrete item which they can include in RTP and evaluation. We were offered the opportunity to partner with IITS and the instructional design team to host a reception for faculty who participated in our QOLT project, Preparing Future Faculty, and AVID Teaching Toolbox. Faculty were recognized by the Provost and received certificates for their professional development. We see this as an important component in recognizing and rewarding faculty for professional development in the future.

**Responsive Programming Related to Faculty Concerns and Interests:** Under the leadership of Fredi Avalos, Faculty Fellow for Cultural Intelligence, two "Teaching in the Political Now: Charlottesville" workshops were created and facilitated in response to a (potential repeal of DACA) and website materials were also developed to help support faculty in their classrooms. In addition, Fredi Avalos also led an FLC focused on strengthening faculty relationships and building community at CSUSM. Members of the FLC are currently developing resources for faculty who might meet challenges in their classroom and within the larger academic community.

In addition, this past year, several faculty were interested in coming together to discuss immigration issues. With the assistance of Ranjeeta Basu, the Faculty Center hosted a one day symposium on immigration and diaspora studies. Over 20 faculty attended this event and shared their research. They have continued to meet on a regular basis and Ranjeeta will continue to work with them on how they can continue to collaborate and support one another in this area of research.

California State University San Marcos  
Division of Academic Affairs

Faculty Center

Annual Report, AY 2017/18

Although we plan the Faculty Center calendar in advance, we always build in flexibility to respond to any new concerns or interests that may arise.

**Professional Development Support:** We were able to support 3 faculty members to attend and 1 QLT Faculty Associate to present at the CSU Teaching Symposium at CSU Pomona. This was an excellent opportunity for faculty to attend teaching and learning workshops and to engage with colleagues from across the CSU. Ideally, we would offer these grants to more faculty in the future.

**2018/2019 Goals and Priorities**

With a new Faculty Center Director and three new Faculty Fellows, the next year will be one of transition in the Faculty Center, but the hope is that many programs will continue while new ones will evolve. Some of the key projects that are already underway for 18/19:

- **Develop Professional Development Workshops and Activities to Support GE Diversity courses.** In collaboration with the GEC and Office of Inclusive Excellence, the incoming Faculty Fellow for Inclusiveness, Ranjeeta Basu, will work closely with a GEC subcommittee to ensure that faculty are receiving assistance in the development of new GE courses.
- **Continue to Support Faculty Interest in Contemplative Practices and Mindfulness:** The Faculty Center continues to sponsor activities that facilitate the development of mindfulness and contemplative practices for faculty (and teaching). Ranjeeta Basu and Jocelyn Ahlers will be co-leading an FLC Mindfulness and Social Justice in 2018/2019.
- **Continue to Develop New Faculty Support:** In collaboration with the Deans, explore ways to ensure faculty are attending NFI workshops, connecting with mentors, and becoming integrated within the university.
- **Provide Faculty Writing Support:** Under the leadership of Rebecca Lush, the Writing FLC will again be offered next year. This FLC is an integral aspect of helping faculty succeed as scholars in the "teacher-scholar" expectation set forth in the campus's mission. As the campus continues to grow, it will be important to explore how the FC can further support faculty writing in new and innovative ways beyond the FLC.
- **Highlight and Share the Work of our Faculty and Faculty Learning Communities:** We have hosted a Teaching EXPO for the past several years to highlight the work of faculty and to provide an opportunity for faculty to share best practices with one another. We will continue to explore the best model for this activity.
- **Implement Teaching Academy Model:** Building on the success of the Avid Teaching Toolbox series, we will develop a multi-part Teaching Academy to assist faculty with course redesign. The course will incorporate themes from the Summer Teaching Institutes and AVID series (e.g., learning outcomes, motivation and mindset, reading and writing skills, and higher order thinking) but we hope will appeal to both new and more seasoned faculty.
- **Provide More Support and Resources Regarding the Scholarship of Teaching and Learning:** Building on the foundation of workshops, resource development (blog, webpage), and collaborations (Office of Undergraduate Studies etc.) the Faculty Center will seek to deliver more quality programming to engage faculty in publishing their work.
- **FMP:** Under the leadership of the new Faculty Fellow, Kendra Rivera, continue to explore innovative ways to encourage faculty and student interaction in FMP and recruit more faculty to participate.

California State University San Marcos  
Division of Academic Affairs

Faculty Center

Annual Report, AY 2017/18

- **Support for Lecturer Faculty:** Under the leadership of the new Lecturer Faculty fellow, Janette Larson, continue to explore best practices for supporting lecturer faculty.