

Faculty Center

Annual Report, AY 2011/12

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**Progress Report on AY 2011/12 Goals**

The 2011/2012 academic year was both a productive and exciting year for the Faculty Center. As a new faculty center director, my main goals at the start of the year were (1) to continue the excellent programs that have a strong tradition in the Faculty Center, (2) enhance collaborations with other departments on campus and connect the Faculty Center to on-going campus activities, and (3) build a strong New Faculty Institute and mentoring program for the 25 new faculty members. Over the course of the year, the Faculty Center hosted or co-hosted over 30 events, workshops, and receptions (with attendance ranging from 7 to over 100 participants). Based on sign in attendance, over 215 CSUSM faculty and administrators participated in at least one function, and many participated in numerous activities, during the year (not including close to 1,000 participants who attended the Sonny Lacks event).

***Major Events and Activities***

- **New Faculty Institute:** This included 10 workshops for new faculty that covered topics such as innovative teaching, community service learning, building a research program at CSUSM, and service in the 2nd year and beyond. Based on workshop evaluations, new faculty found these workshops to be extremely helpful to orienting them to CSUSM, integrating them on campus, and most importantly, helping new faculty to connect with each other (10 workshops; attendance ranged from 7 participants to all 25 new faculty).
- **A Conversation with Sonny Lacks, Center for the Arts Escondido:** Over 1000 faculty, staff, students and community members attended this event that was related to our Campus Read, *The Immortal Life of Henrietta Lacks*. This collaboration with the library was a major campus event that brought the book to life for all who attended.
- **Faculty Center Connections Mentoring Program:** This new program brought together groups of 4-5 faculty members in mentoring circles. Over 45 faculty participated (including 15 new faculty). The feedback I have received regarding this program suggests that was not only helpful to the brand new faculty, but has been extremely helpful to faculty who have been on campus for several years but may not be as integrated as they would like to be. The program provides junior faculty with mentors outside of their own department to ask questions, share challenges, and celebrate success. We held two luncheons for this group in the Faculty Center and both were well attended (32 faculty attended the first luncheon, and about 30 attended the second one).
- **But I am not a Writing Instructor, Teaching Workshop:** This workshop was co-sponsored with NCHEA, Palomar and MiraCosta College. Over 120 faculty members from all three campuses attended this half day workshop that focused on how to improve student writing and the challenges that faculty encounter with student writing assignments. The event included workshops, a keynote speaker, and a luncheon discussion.

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- **Research Colloquium Dinners:** These dinners have a long history in the Faculty Center and continue to be well attended. In the fall, Thomas Spady, Assistant Professor of Biology spoke on “Sex on Bears: Application of Reproductive Biology towards Endangered Species Conservation”, and in the spring, Vivienne Bennett, Professor of Liberal Studies, presented her research on “Enduring Reform: Progressive Activism and Business Visions of Change in Latin American Democracies”. We were able to sponsor new faculty to attend one of the dinners and the vast majority attended one or both colloquiums. These dinners provide a wonderful opportunity for colleagues to share their research expertise with others on campus and allow for informal conversations among faculty (fall attendance was 54; spring attendance was 63).
- **Let's Collaborate: Social Justice and Diversity Series:** We held 4 workshops, organized by the Faculty Fellow for Social Justice and Diversity, over the course of the year. Topics included racial microaggressions, negotiating “hot moments” in the classroom, and doing gender. At the end of the year, the Faculty Learning Community for Diversity hosted a social justice and equity symposium that included a student panel, a presentation by the Diversity Learning Community, and poster presentations by diversity award recipients (participation ranged from 6-12 faculty members at workshops to over 35 faculty, staff and students at the symposium).
- **The Faculty Mentoring Program:** We hosted the traditional Holiday Gathering and Fall Graduation (25 participants) and Year End Celebration (95 mentors, protégés, and families). These events provide a wonderful opportunity for mentors and protégés to interact and share their experiences with each other.
- **Eight Annual Faculty Reception:** This reception is held each year during the first week of the academic school year. It was co-hosted with the library and was very well attended (75 attendees).

In addition to these major events, the Faculty Center supported faculty in numerous ways throughout the year. This support included workshops, informal gatherings, learning community discussions, and professional development grants.

***Workshops, Communities, and Grants***

- **Professional Development Workshops:**
  - (1) RTP Workshop: These workshops, which focus on the logistics of tenure and promotion files, were very well attended this year (over 60 faculty participated in a workshop).
  - (2) Professional Leave Workshop: This workshop included the professional leave committee and faculty found it to be helpful (12 participants).
  - (3) Thinking about Going up for Full Professor?: This was a new workshop that was suggested by the P & T committee. Faculty found the discussion around going up for full professor to be very informative (21 faculty members attended).

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- **Professional Development Grants:** We were able to provide over \$20,000 to 23 faculty members to support their research and teaching activities.
- **Diversity and Social Equity Grants:** In collaboration with the Office of Diversity and Educational Equity, we awarded 7 faculty grants for a total of \$3200 to support activities that promoted social justice and equity.
- **Lecturer Gatherings:** Several times during the year, the Faculty Center helped to organize and host gatherings for lecturers. Attendance varied but it provided a nice opportunity to lectures to get together and share their experiences (for example, at the fall gathering, 15 faculty attended).
- **Faculty Learning Community-Diversity and Social Justice:** 8 Faculty members participated in this learning community related to social justice, equity and diversity at CSUSM. Faculty helped to prepare workshops for the social justice series and helped organize a year end symposium. This learning community will likely continue AY 12-13.
- **Undergraduate Research Faculty Learning community:** The learning community from AY 10-11 presented their work and collaborations at a fall 2011 luncheon (17 faculty attended).
- **NIH Community of Scholars:** In collaboration with the office of Research and Graduate Programs, 12 faculty members met monthly with Dr. Gerardo Gonzalez to collaborate on NIH grants.
- **Student Engagement Teaching Workshop:** At the suggestion of the graduation initiative committee, we planned and hosted a workshop that focused on learned center teaching and low risk assessment strategies for the classroom (17 faculty attended).
- **Research and Grant Writing Workshops:** In collaboration with Leticia McCart, we organized a two part workshop series that focused on strategies for planning and writing successful federal grant proposals-especially geared for faculty who are new to the grant writing process (about 20 faculty attended all or one of these workshops). Leticia McCart continues to provide one-on-one consultation with faculty regarding their grant proposals.
- **Faculty Mentoring Program:** In addition to major events at the start and end of each semester, FMP held an Orientation for each semester, workshops, Cultural events at the California Center for the Arts in Escondido, conference opportunities to protégés in order to assist them with various educational and career challenges, and several Cookie and Coffee Klatches throughout the year (attendance ranged from 5-25 students and faculty at each event; the predoctoral workshop was especially well attended).
- **Faculty Mentoring Program Post Grad Test Scholarship and Conference support:** We were able to provide \$926 to 5 protégés to pay for post-graduate test registration fees (i.e. GRE, LSAT, CBEST, etc) and conference registration \$150 for the UC Edge: Recruitment Day Symposium.
- **Teaching Science/Digital Showcase:** 13 faculty and staff attended this workshop that addressed advances in technology for science classes.

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

This year, there were numerous unanticipated opportunities for advancing the mission of the Faculty Center.

- **Campus Read Event:** The major Sonny Lacks event at the Center for the Arts provided a wonderful opportunity for faculty, staff, students and community to come together and highlighted the kinds of activities (e.g., the Campus Read) that take place at CSUSM. This event demonstrated just one of the ways in which faculty work engage their students.
- **Student Engagement:** Focus on student learning and high impact teaching practices came to the forefront of activities in the Faculty Center this year. After conversations with faculty, IITS, the graduation initiative committee, and NCHEA colleagues, we recognized the need to better understand student engagement and teaching the 21st C student. The workshop we held in spring just touched the surface of this issue, and we see this is a major trend of focus for next year.
- **NCHEA:** Close collaborations with NCHEA partners at Mira Costa and Palomar resulted in a highly productive teaching workshop.
- **Mentoring:** 25 new faculty members highlighted the importance of having a strong new faculty institute and providing mentoring for junior faculty. The Faculty Center Connections program emerged from this priority.

**2012/2013 Goals and Priorities**

- **Engaging the 21st Century Student:** This will be a major theme for the Faculty Center for the coming year. With three new Faculty Fellows for Teaching and Learning, a Faculty Learning Community focused on high impact practices, and close collaborations with IITS, we hope to create a structured plan for understanding and continuing to develop high impact teaching practices on campus.
- **Mid Career Faculty:** We were just awarded a small grant from the Chancellor's Office to create several workshops and focus groups that will address career issues for mid career faculty.
- **Mentoring:** Continue to develop mentoring for junior faculty members through Faculty Center Connections.
- **NCHEA:** Continue to build close collaborations with NCHEA colleagues; plan a 2013 Teaching Workshop on Student Engagement.
- **Faculty Research:** Continue to collaborate with the Office of Graduate Studies and Research and Leticia McCart to provide support for faculty research- grant writing workshops, community of scholars, and grants.

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- **Science Day Event:** Collaborate with the library and College of Science and Math to co-host a Science Day event that it linked to the Campus Read, *Silent Spring*. Tentatively scheduled for March 2013.
- **FMP:** Continue to support the Faculty Mentoring Program and recruit more faculty to participate.