

Faculty Center

Annual Report, AY 2012/2013

Progress Report on AY 2012/13 Goals

The 2012/2013 academic year was a busy and productive year in the Faculty Center. We continued many successful Faculty Center activities but also built new programs and events to reach more faculty. We had three main goals for the year: (1) to help faculty build strong connections to one another and to CSUSM; (2) to focus on teaching and learning activities that engage the 21st Century student; and (3) to continue to develop collaborations with other departments to enhance faculty development. With three new Faculty Fellows for Teaching and Learning, a Faculty Learning Community for Innovations in Teaching and close collaborations with IITS, we successfully brought together faculty for discussions on teaching techniques and strategies. We also created a structured plan for further development of teaching and learning activities on campus. In addition to collaborating with IITS, we worked closely with the Office of Graduate Students and Research, the academic colleges, Student Affairs, Office of Diversity, Educational Equity and Inclusion, and the assessment coordinator to host numerous professional development activities. Over 350 different faculty members and administrators (a large increase from last year where 200 faculty members attended events) participated in over 65 functions and activities hosted by the Faculty Center during the academic year, and many faculty members participated in more than one event (for a total of 1327 attendees).

New Events and Activities

- **Teaching EXPO:** Under the guidance of Natalie Wilson, Faculty Fellow for Teaching and Learning, our Faculty Learning Community for Innovations in Teaching, created the first “annual” Teaching Expo to highlight the innovative work that faculty on our campus are doing in the classroom. With close to 70 faculty members in attendance, this event was a success and received very positive feedback (85% of survey respondents reported that quality of the expo was excellent; 100% of respondents reported they received valuable resources and training and thought it should be annual event).
- **Super STEM Saturday:** In collaboration with University Advancement, the library (Campus Read), and the College of Science and Math, we hosted a luncheon for faculty and their families on Super Stem Saturday. Over 90 faculty members and family members attended.
- **Preparing Future Faculty Workshops:** In collaboration with The Office of Graduate Studies and Research, we hosted 4 workshops geared towards graduate students who are currently teaching or would like to teach in the future. These events were extremely successful with approximately 20 graduate students attending each event.
- **NCHEA Tri Campus Teaching Event: *Teaching the 21st Century Student.*** This workshop was co-sponsored with NCHEA, Palomar and MiraCosta College. Approximately 45 faculty members from our campus (over 150 total) attended this half-day workshop that focused on active learning and student learning in the 21st Century classroom. These collaborations with our NCHEA partners continue to be very important for our faculty.
- **Safe Zone Training:** LBGQTA conducted a safe zone training workshop for faculty in collaboration with the Faculty Learning community for Diversity, Social Justice and Equity. (20 faculty attended)
- **Assessment Workshops:** With Sharon Hamill, Assessment coordinator, we co-hosted a series of 6 workshops to help faculty develop their assessment plans for the following year (38 faculty members attended the hands on workshop).
- **Lecturer evaluation training:** With Michelle Hunt, Interim AVP Faculty Affairs, we hosted several workshops to help faculty develop their WPAF’s under the new contract guidelines (close to 30 faculty attended training).

Faculty Center

Annual Report, AY 2012/2013

Ongoing Professional Development Workshops, Activities, and Support

- **New Faculty Institute:** This included 6 workshops for new faculty that covered topics such as innovative teaching, 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-especially for connecting them to their colleagues.
- **RTP and Sabbatical Workshops:** These workshops, which focus on the logistics of tenure and promotion files, are always well attended (over 60 faculty participated).
- **Research and Grant Writing Workshops:** In collaboration Office of Graduate Studies and Research, Leticia McCart hosted a series of grant writing workshops in the Faculty Center; in addition she consults with numerous faculty one-on-one.
- **Teaching workshops:** We hosted several workshops related to teaching techniques. The two part workshop that focused on the **Flipped Classroom** was especially well attended (over 60 faculty attended).
- **Professional Development Grants:** We were able to provide over \$22,000 to 26 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 \$3800 to support activities that promoted social justice and equity.

Cultivating Relationships and Faculty Development

- **Faculty Center Connections Mentoring Program:** 47 faculty are members of mentoring circles and we awarded them a total of \$4700; we held two luncheons for this group in FC and groups met regularly throughout the year.
- **Faculty Learning Community for Innovations in Teaching:** 15 participants explored innovative teaching practices and implemented new strategies in their classes; faculty work was presented at the Teaching Expo.
- **Faculty Learning Community for Diversity and Social Justice:** 6 Faculty members participated in this learning community and helped organize a year end symposium entitled, "Upping the Ante: Making it Intentional to Center Diversity in All We Do".
- **Research Colloquium Dinners:** These dinners have a long history in the Faculty Center and continue to be well attended. In the fall, Minda Martin, Associate Professor of Visual and Performing Arts spoke on "The Long Distance Operator", and in the spring, Vassilis Dalakas, Associate Professor of Management and Marketing, presented his research on "Fanatic Consumer Behavior". (Fall attendance was 61; Spring attendance was 54).
- **Ninth Annual Faculty Reception** (75 attendees)

Faculty Mentoring Program

- **This academic year FMP had the participation of 69 volunteer mentors and 109 protégés.**
- **Major Accomplishment:** retention and graduation rates of the FMP exceed those of the general campus. This academic year 38 protégés graduated (7 fall-grad and 31 spring-grad); the retention of FMP students is 100% for first time freshmen by entry term from fall 1998-Fall 2010 and 85.7% for transfer students from fall 1991-Fall 2011 (Source: IPA).
- **FMP Activities:** we hosted a range of group activities that gather individual protégés with mentors to grow their relationship and motivate protégés toward success: Orientation & Welcome Lunch for fall and spring, Coffee

Faculty Center

Annual Report, AY 2012/2013

Cookie Klatches, workshops and conference opportunities, cultural events throughout the year (attendance ranged from 5-59 protégés and faculty at each event. In addition, FMP held two major events: Holiday Dialogue Gathering and Graduation (43 mentors and protégés) and a Year End Celebration (90 mentors, protégés and their families).

- **FMP Post Grad Test Scholarship:** We provided 9 scholarships to pay for post-graduate test registration fees (i.e. GRE, LSAT, CBEST, etc).

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

- **Assessment Workshops and Activities:** Assessment is a critical component of high quality teaching and we were able to integrate the efforts of the assessment coordinator within the Faculty Center. Our goal is to continue to emphasize that assessment is a key activity related to successful teaching and not simply a once a year activity.
- **Active learning classroom:** After the success of the flipped classroom workshops, Mohammad Oskoorouchi, Faculty Fellow for Teaching and Learning, worked closely with IITS to create a new classroom that will facilitate active learning. The response to using this classroom has been excellent.
- **Teaching and Learning in the 21st Century Classroom:** In a report prepared in collaboration with Terri Metzger, Teaching and Learning Fellow, we identified key issues and challenges to be considered next year. This report was presented at various meetings and will guide our goals for next year.
- **Mid Career Activities:** With funding from the Chancellor's Office, we hosted a series of mid career focus groups and workshops. Based on faculty response to these events, it is clear that this is an area in which we can expand.

2013/2014 Goals and Priorities

- **The Changing Landscape of Higher Education:** Understanding key issues with the ways in which higher education is changing (on-line classes, hybrid classes, common core guidelines, etc.) will be a key focus within the Faculty Center next year. Two new Teaching and Learning Fellows were hired and will be working on this topic with a faculty learning community and holding broader level conversations within the university.
- **Integration of Teaching and Learning Activities:** Developing a better understanding of all the high quality teaching practices on campus and coordinating teaching events and activities to better reach all populations (e.g., increase collaborations with First Year Programs, Office of Service Learning, International students, Writing Center, etc.) will be a focus of our work next year.
- **CSU Teaching Symposium:** CSUSM is the host institution for the 17th Annual CSU Teaching and Learning Symposium in March 2014. This is a very exciting opportunity for the Faculty Center and CSUSM as we expect close to 200 faculty from across the CSU to present their work and attend this conference.
- **Develop Expertise on Faculty Learning Communities:** Over the next year, the director and faculty fellows will enhance our skills related to leading and developing faculty learning communities on campus.
- **Consider Summer Programming:** We have not traditionally held summer programs in the Faculty Center, but we are exploring options for summer institutes related to both research and teaching. Many CSU campuses offer these as they provide concentrated time when faculty are not engaged in teaching or service activities.
- **Reach Faculty at Different Career Levels:** We hope to create new workshops geared towards new faculty, untenured faculty and mid career faculty.
- **FMP:** Continue to support the FMP, recruit more faculty to participate, and in spring 2014 recruit more protégés among the freshmen and sophomores.