The WMU Office of Faculty Development

Strategic Plan 2014 – 2017

Statement of Philosophy

We believe that faculty are learners and as such, will continue to strive to improve their work. We believe that faculty members develop over a lifespan of their careers and that each career span requires a different faculty development approach. Improving also means that their classrooms will become more inclusive and learner-centered. We believe that learning happens in community within one's discipline and with others across the campus.

Mission and Goals

Invest in Yourself, Invest in WMU! (Proposed OFD tagline)

The **mission** of the WMU Office of Faculty Development is to foster a culture at Western Michigan University that promotes student success, faculty accomplishment, and institutional excellence.

The Office, through collaboration with various institutional units and programming, seeks to achieve following **goals**:

- Provide leadership and support for innovation in teaching
- Sustain the growth of faculty across the career span and across disciplines
- Develop leadership capacity across all levels of the University, and
- Support and engage in scholarship that extends the knowledge base in these arenas

OFD programming will:

- Explore the development and learning of 21st century college students and other contemporary learners
- Challenge faculty ideas on teaching and learning and use of technology
- Examine various research and theory based approaches to college instruction
- Support the implementation of evidenced-based and innovative approaches by instructors
- Assist faculty in assessing their instructional practice and using that assessment to refine their teaching approaches

Programs:

- Academic Leadership Academy
- New Faculty Orientation
- New Faculty Seminar
- Graduate Teaching Assistant Teaching & Learning Commons
- Graduate Student Teaching Institute
- Part-Time Faculty Teaching & Learning Commons
- Part-Time Faculty Receptions
- Cool Tools for Teaching workshops
- Write-on Writing Retreats
- Faculty Learning Communities on the Scholarship of Teaching & Learning, Mid-Career faculty, and other topics
- Faculty Peer Teaching Observations
- Everyone Counts Faculty Professional Learning Communities
- Various summer week-long intensives (Institutes) on various topics such as Gaming Your Classroom, Flipping Your Classroom, Performance Task
- Powerful Pedagogies: Course Redesign Institute
- Teaching & Learning Bash
- Teaching with Technology Symposium
- Faculty Instructional Development Travel Grants
- Faculty Instructional Development Grants
- Collaboration with other Michigan Universities to conduct the Regional Faculty Development Summit and Michigan ACE Conference, and SoTL Academy Conferences

Outcomes:
1. Increase overall participation in current and new programming.
2. Increase in new attendees vs. returned, including information about new, mid-career, and seasoned faculty
3. Grow presence on social media.
4. Increase number of participants in OFD programs self-reporting positive changes in their thinking and doing about teaching and learning. Can result in increased faculty satisfaction and retention.
5. Continued strategic collaboration with other units on and off campus.

Supporting All Instructional Staff

A reality in the 21st century is the reduction of budgets for full-time, tenure-track faculty and the increased use of terminal and part-time instructional staff. Part-time instructors

teach more than 30% of WMU's courses. It has become imperative to provide support and faculty development for this group of our instructional staff as well. In addition, the OFD is committed to supporting graduate teaching assistants to become confident and effective instructors, in collaboration with the Graduate College. OFD also is available to partner with departments to support efforts to help faculty improve their teaching.

OFD programming will:

- Provide orientation and ongoing socialization for faculty new to WMU
- Support the development of part-time and graduate student instructors
- Encourage the development of new teaching competencies for experienced faculty
- Partner with and seek guidance from multiple faculty groups on campus to serve the needs of faculty at all career stages
- Provide consultation for college, department, and program-specific faculty development initiatives

OFD meets these goals and strategies of the Academic Affairs and University Strategic plans:

Academic Affairs
- G1 S 1.4 – develop and increase the use of current and emerging tech in curricula and co-curricular matters
- S 1.5 – assess student learning in terms of program objectives, using the knowledge gained for continuous improvement
- S 1.10 – Embrace emerging technology and emerging pedagogy facilitating a distinctive learning environment
- G3, S 3.7 - Provide support services to ensure success at WMU for special and nontraditional student populations
- G7S 7.1 – Promote cultural change across the University so that every individual promotes a learner-centered environment that leads to student success
- S 7.2 – Through the accomplishment of the first six goals, build a learner-centered, discovery driven, globally engaged academic community comprised of faculty who are esteemed as both teachers and scholars.
- S 7.5 – Mentor new faculty and provide them with the support needed to ensure promotion and tenure
- S 7.7 – Enhance investment in the professional development of faculty and staff

University
- G1, 1.2 Provide tools to foster the success of our students
- G2, 2.1 Invigorate curricula and teaching methods to improve learning outcomes
- 2.2 Support and promote innovative discovery and development across campus

Programs:

> New Faculty Orientation
> New Faculty Seminar
> Graduate Teaching Assistant Orientation
> Graduate Teaching Assistant workshops
> Graduate Student Teaching Institute
> Graduate Teaching Assistant Teaching & Learning Commons (eLearning)
> Part-time Instructor Receptions
> Part-time Instructor Teaching & Learning Commons (eLearning)
> Over the Hump: Mid-career Faculty Learning Community
> Instructional Development Grants
> Instructional Development Travel Grants
> Cool Tools for Teaching workshops

Outcomes:

1. Increase satisfaction and retention of new faculty
2. Increase teaching and research competencies of new faculty (by lessening "start up" time and stress)
3. Increase engagement of experienced faculty in innovative teaching
4. Increase satisfaction of experienced faculty
5. Increase teaching competencies of graduate student and part-time instructors
6. Increase "marketability" of graduate student instructors
7. Increase engagement in faculty development of traditionally "low engagement" disciplines

Growing Leaders Among Faculty and Staff

Part of Western Michigan University's mission is to provide leadership in teaching and learning through participation with diverse perspectives in a responsive and ethical community setting. The Office of Faculty Development promotes leadership competencies for faculty, staff and administrators. Leadership development is particularly critical to mid-career faculty development as faculty grow into new roles.

OFD programming will:

- Help faculty, staff and administrators collaboratively explore leadership from various perspectives and levels within the University

- Challenge faculty, staff and administrators to explore our own leadership potential and to see themselves as leaders
- Support the development of leadership competencies in faculty and staff

OFD meets these goals and strategies of the Academic Affairs and University strategic plans:

Academic Affairs
- G7, S 7.1 – Promote cultural change across the University so that every individual promotes a learner-centered environment that leads to student success
- S 7.2 – Through the accomplishment of the first six goals, build a learner-centered, discovery driven, globally engaged academic community comprised of faculty who are esteemed as both teachers and scholars.
- S 7.3 – Increase diversity and inclusivity within the student body, faculty and staff through the recruitment, advancement and retention of a pluralistic community.

University
- G4, 4.1 Enhance diversity and promote a campus climate of inclusion.

Programs:
Academic Leadership Academy
Everyone Counts FPLC
Scholarship of Teaching & Learning and Mid-career faculty learning communities
Regional Faculty Development Summit

Outcomes:

1. Increase satisfaction of faculty and staff members with their roles in the University
2. Increase the understanding of different sub-cultures, priorities and functions across the Institution
3. Increase the competencies of faculty and staff to lead effective meetings, supervise subordinates, work with multi-unit teams, and manage projects
4. Support and engage in scholarship that extends the knowledge base in these arenas

Improving Teaching and Learning at WMU

OFD's role and purpose is to provide a leadership role on campus in the ongoing investigation of college-level teaching and faculty development practice. The office will do so by fostering quality Scholarship of Teaching and Learning and many other long and short-term approaches.

OFD programming will:

- Support the development and implementation of SoTL across disciplines in the University
- Support the recognition of the importance of SoTL as valid and valuable research

OFD supports the Academic Affairs and University strategic plans:

Academic Affairs
- G1, S 1.4 – develop and increase the use of current and emerging tech in curricula and co-curricula matters
- S 1.5 – assess student learning in terms of program objectives, using the knowledge gained for continuous improvement
- S 1.10 – Embrace emerging technology and emerging pedagogy facilitating a distinctive learning environment
- G3, S 3.1 – Pioneer new configurations of graduate certificate and degree programs (GTA Institute)
- S 3.5 - Assess student learning in terms of program objectives, using the knowledge gained for continuous improvement (Cool Tools, Workshops)
- S 3.7 - Provide support services to ensure success at WMU for special and nontraditional student populations
- S 3.8 - Embrace emerging technology and emerging pedagogy facilitating a distinctive learning environment

University
- G1, 1.1 Ensure distinctive local and global experiences for all learners
- 1.2 Provide tools to foster the success of our students
- G2, 2.1 Invigorate curricula and teaching methods to improve learning outcomes
- 2.2 Support and promote innovative discovery and development across campus.

Programs/Projects:

Instructional Development Grants
Instructional Development Travel Grants
SoTL Faculty Learning Community
Cool Tools workshops
Summer Teaching Institutes
T&L Bash
Teaching with Technology Symposium

Outcomes:

1. Increase participation in teaching and learning institutes
2. Broaden the types of offerings in the Cool Tools workshop series
3. Increase the number of faculty who apply for and receive Instructional Development Grants
4. Increase the number of faculty who return to take more programming
5. Capture the positive changes faculty make to their teaching and learning that increase student engagement and success

Assessment

In support of WMU's obligation and commitment to meet the accreditation criteria of the Higher Learning Commission of the North Central Association (in particular Criterion 3 and 4), OFD will continually assess the impact and effectiveness of the faculty development programming proposed here. Assessment will include:

1. Increase overall participation in current and new programming.
   a. Measure: % increase
2. Increase in new attendees vs. returned, including information about new, mid-career, and seasoned faculty
   a. Measure: % increase
3. Grow presence on social media.
   a. Measure: Web analytics to show increase in use of website and Facebook
4. Increase number of participants in OFD programs self-reporting positive changes in their thinking and doing about teaching and learning. Can result in increased faculty satisfaction and retention.
   a. Measure: Follow-up surveys
5. Continued strategic collaboration with other units on and off campus.
   a. Measure: number and types of collaboration

Such assessment activities will also serve the Office's aim to "research and implement new faculty development strategies and techniques to foster enhanced teaching and learning" as well as provide the University with evidence of teaching effectiveness and improvement. Such assessments will contribute to the Office's aim to take a leadership role in developing stronger assessment of the outcomes of faculty development nationally and internationally.

An annual report of the faculty development activities, our assessment, and our outcomes will be prepared and disseminated to the University community.