

# Strategies for Creating Sustainable Faculty Development on Smaller Campuses

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# Session Outcomes

- Identify resources to develop a Faculty Learning Community (FLC) program focused on the Scholarship of Teaching and Learning (SoTL).
- Identify campus initiatives that align with SoTL outcomes.
- Identify which demographic(s) of faculty would respond to the initiatives and how to engage them.

# UT Martin

- Campus of UT System in rural, NW TN
- Master's level only
- ↑ % Pell and first-generation students
- Faculty typically teach 4-4 load
- Decentralized faculty development



Pat Head Summit,  
UTM Alumna

# Proposed Elements for Faculty Learning Communities

## Mentors

- Two, FLCs with 10-12 faculty/year
- One mentor/FLC
- Mentors – 1 course release, travel to conference
- SoTL resources provided

## Mentees

- Two, FLCs with 10-12 faculty each year
- Faculty who have taught 5 years or less
- Mentees - no monetary incentives
- Expectation - produce 1 SoTL project

# Expectations vs. Reality



# First Year-Lessons Learned

## FIRST YEAR CONTEXT

- 10 applicants for 24 Mentee positions
- 2 applicants for 2 Mentor Positions
- Hiring frost
- Changes in leadership
- Accreditation demands

## LESSONS LEARNED

- Mentees lacked incentive
- Mentors were motivated, but not prepared
- SoTL embraced by FLC
- SoTL projects were developed
- Flexibility
- Value of meeting off campus

# Outcomes of FLCs from YR1-YR4

## YR1

- 10 faculty from 3 colleges, 7 departments, and library
- 4 individual and 1 group SoTL projects developed
- Orientation to academe & UTM
- 2 writing groups

## YR1-YR4

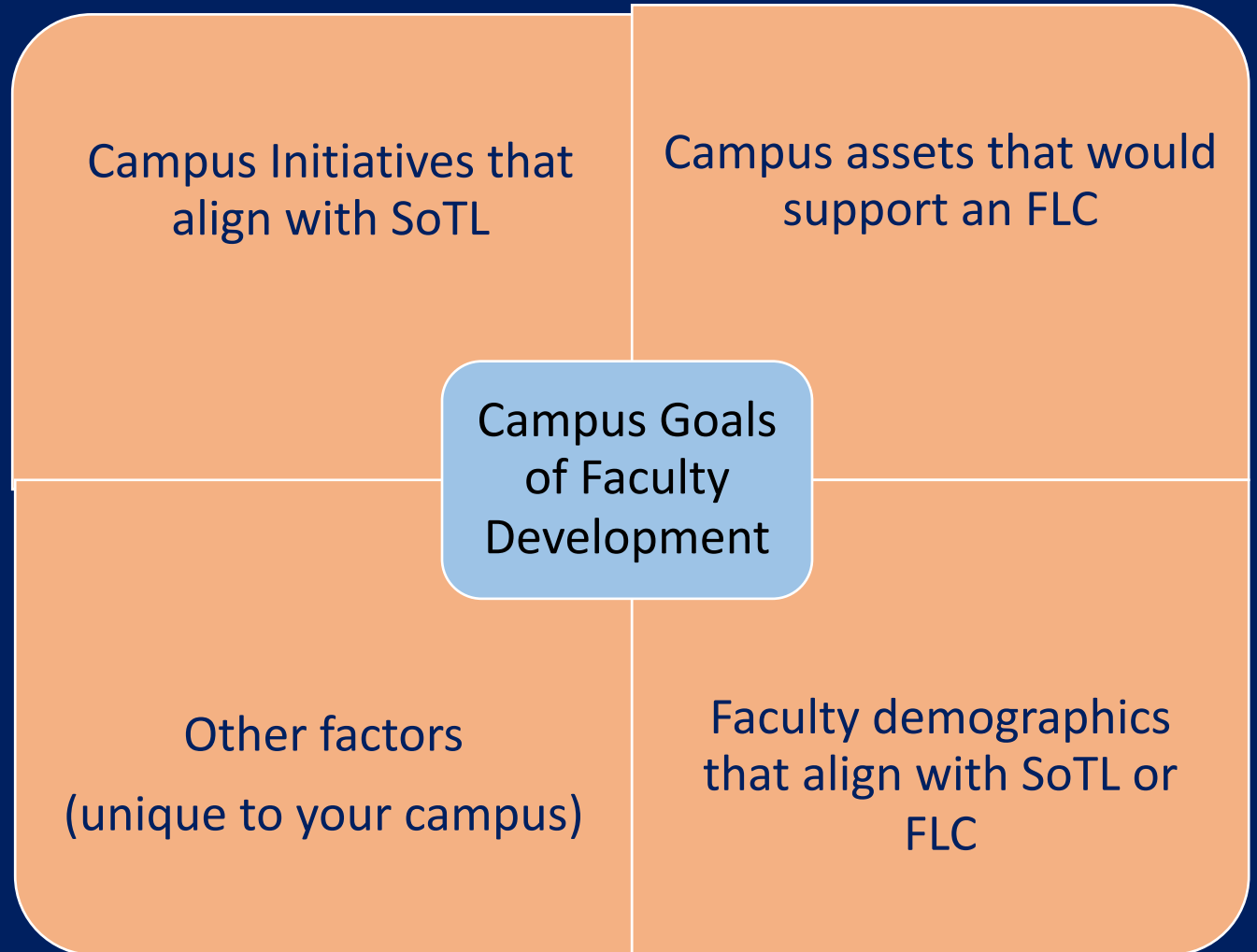
- Coordinator attended Lilly FLC workshop
- 27 faculty from 5 colleges, 18 departments, and library
- 20+ presentations at discipline-specific and SoTL conferences
- Orientation to academe & UTM
- 3 active writing groups

# Costs

Description	Amount	Notes
Mentor travel to Conf.	\$2,000/Mentor	Example: Lilly, POD
Adjunct for Mentor's Course Release/term	\$2,000/Mentor	Important for buy-in from deans
Mentee Travel Stipend	\$500/Mentee	Contingent on proposal acceptance.
Resources	\$3,000/YR	Books, workshops, etc.
SoTL Research Guide	0	Library staff assisted
Space	0	Met on campus, home, or coffee shop



# Flywheel Concept: *Where is momentum for faculty development on your campus?*



*What are your short-term goals for faculty development?*

- Help faculty or TAs with poor evaluations
- Target specific faculty group (e.g. new, mid-career)
- SoTL
- FLCs
- Improve student learning
- Focus on issue (e.g. PBL for STEM)
- All of the above

## *What campus assets would support an FLC?*

### FORMAL

- Responsible person/office for faculty development
- Messages in marketing, accrediting documents, and strategic plan regarding teaching
- Internal faculty awards
- Funding

### INFORMAL

- Faculty leaders
- Administrative leaders
- Alumni affinity for specific programs or teachers
- A need that everyone knows, but no one is doing anything about it
- Momentum among a group of faculty

## *What campus initiatives align with SoTL?*

### FORMAL

- Campus marketing messages, accrediting body, and strategic plan
- Internal faculty awards
- Funding
- Attrition rates

### INFORMAL

- Groups of faculty who want to improve their teaching
- Faculty members' desire to improve student evaluations for tenure and promotion
- A need recognized by many, but no one is addressing

## *Which faculty demographics fit the goals for an FLC?*

- Programs with external accrediting requirements
- Regional accreditation initiative
- Career position in academe



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