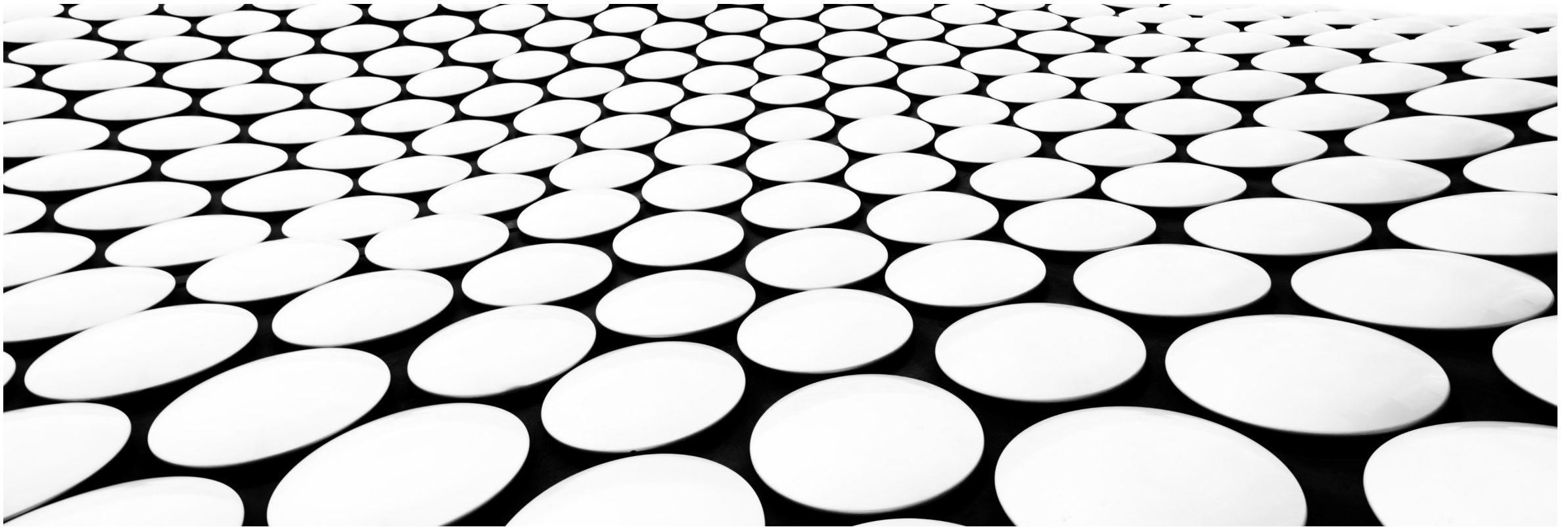

FACULTY SUPPORT: A PROPOSAL

CENTER FOR FACULTY DEVELOPMENT AT LMU



PRESENTED BY: KARIE HUCHTING, CTE DIRECTOR & AMY WOODSON-BOULTON, CET MEMBER

TODAY'S AGENDA

- **Brief Context for the Proposal Creation**
 - Process & Timeline
- **Highlights of Proposal**
 - Structure of Proposal
 - Implementation of Proposal
- **Q&A**
- **Faculty Senate Request: DO YOU ENDORSE THE PROPOSAL?**

CONTEXT

- **CTE Director 2021-2024 – Faculty needs and requests for:**
 - **Teaching support** (e.g., peer evaluations; formative opportunities; curricular review)
 - **Mentoring** (for new faculty and throughout career timeline/post tenure)
 - **Leadership development** (Academic Directors, Department Chairs, Associate Deans)
 - **Research writing groups** (beyond grant writing)
 - **Internal funding support** (beyond current internal grants)
- **CTE Director Final Term:**
 - **Need for more and formalized infrastructure to support faculty development at LMU!**

PROCESS & TIMELINE

■ FALL 2023

- CTE Director created **Faculty Working Group**:
 - CTE Fellows; CET rep; NCFDD rep; Faculty Senate President
- Consulted the **literature**
- Reviewed **other Univ. Centers/Offices**
- **Interviewed** Seattle Univ. Center Director
- Wrote **3-page Proposal**

■ SPRING 2024

- Submitted Proposal to **CET**
 - VP Kat Weaver attended meeting **1/19/24**
- CET dedicated meeting about proposal **2/2/24**
 - **CET approved/endorsed**
- Presenting today to Faculty Senate
- **Request: Faculty Senate Endorsement to send Proposal formally to VP Kat Weaver**

CENTER FOR FACULTY DEVELOPMENT

EVENTS

and our events
archives

YOUR CAREER STAGE

what's important to
you now

SERVICES

what we offer in our
three areas of focus

RESOURCES

key documents, a
library, and more

ABOUT US

and about faculty
development

CONSULT WITH US

for individuals or
groups



At a glance

- [Current events >>>](#)
- [Request a consultation >>>](#)
- [Syllabus template >>>](#)
- [Curricular design >>>](#)
- [Contact us \(opens email\) >>>](#)

EXAMPLE

YOUR CAREER STAGE >

SERVICES >

FACULTY RESOURCES >

ABOUT US >

FACULTY DEVELOPMENT

PEOPLE

ANNUAL REPORTS

STRATEGIC PLANNING GROUP



- [Request a consultation](#) >>>
- [Syllabus template](#) >>>
- [Curricular design](#) >>>
- [Contact us \(opens email\)](#) >>>

Faculty Development is a sub-discipline of higher education research and practice. It is described as: "systematic and scholarly support for improving both educational processes and the practices and capabilities of educators" (Stefani, 2003, p. 9). While "faculty development" is a common term in North America for this field, in other parts of the English-speaking world, it is called "educational development" or "academic development."

In 2013, our center changed its name from the Center for Excellence in Teaching and Learning (CETL) to the Center for Faculty Development in response to faculty feedback. We still tend to use the acronym CETL (see-tull).

Below is an explanation of our name change and some background on our decision-making process.

Seattle U expanded & changed the title of their office in 2013!



Below is an explanation of our name change and some background on our decision-making process.

Why stop using the name "Center for Excellence in Teaching and Learning"?

Our previous name implied that we only supported faculty on questions of teaching and learning. In fact, since 2007, we've been doing much more than that, so the change of name better reflects our work. The Center supports

1. Learning and teaching (since 2004)
2. SoTL—Scholarship of teaching and learning (since 2005)
3. Research practice (since 2007)
4. Professional development (since 2007)
5. Academic leadership (since 2011)

At the time of our name change, "learning and teaching" still made up the majority of our work with faculty. For more recent data, please check our latest [annual report](#).

Why use the name "Center for Faculty Development"?

This new name has the advantages of being immediately understandable to faculty, of reflecting a common US name for the academic field in which we work, and of encompassing the work we do in the five areas listed above.

We're excited about this new stage in the Center's development, and we will continue to work in the spirit of CETL's founding principles. Our work with faculty remains voluntary, formative, and confidential, as we support faculty in their professional lives so that they gain real satisfaction from being a faculty member at Seattle University.

As ever, we welcome your feedback.

Faculty development for all Seattle University faculty

We promote the professional formation of all SU faculty through a scholarly and interdisciplinary approach to learning and teaching, research practice, and professional development.

Our work with Seattle University faculty takes a variety of forms:

- »» **Learning and teaching:** workshops, consultations, candid conversations, learning communities, classroom observations
- »» **Research practice:** faculty "writing" groups, consultations, workshops, panels, Scholarship of Teaching and Learning (SoTL)
- »» **Professional development:** workshops, consultations, chairs' community of practice, faculty communities, membership to the National Center for Faculty Development and Diversity (NCFDD), FAQNet, New Faculty Institute, Faculty Leader Series

And your work with us is **formative**, **confidential**, and **voluntary**. Learn more about these principles [here](#).

LMU'S CURRENT STRUCTURE



- LMU's Office of Faculty Development (OFD)
- Vice Provost for...
 - Research,
 - Professional Development,
 - & Online Learning

VICE PROVOST FOR RESEARCH, PROFESSIONAL DEVELOPMENT, & ONLINE LEARNING

VICE PROVOST OFFICE

Kat Weaver - Vice Provost for Research, Professional Development, & Online Learning

Jasmine Robinson – Faculty Affairs Associate

Yesenia Vargas – Academic Affairs Associate

VICE PROVOST FOR **RESEARCH**, **PROFESSIONAL DEVELOPMENT**, & **ONLINE LEARNING**

VICE PROVOST OFFICE

Kat Weaver - Vice Provost for Research, Professional Development, & Online Learning

Jasmine Robinson – Faculty Affairs Associate

Yesenia Vargas – Academic Affairs Associate

Research (13 staff)

Office of Research & Sponsored Projects (ORSP)

Assistant Vice Provost

Office of Research & Creative Arts (ORCA)

Director

Assistant Director

Grant Evaluation & Statistical Support (GESS)

Associate Director

Research Compliance:

Institutional Review Board (IRB)

VICE PROVOST FOR **RESEARCH**, **PROFESSIONAL DEVELOPMENT**, & **ONLINE LEARNING**

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Office of Research & Creative Arts (ORCA)

Director

Assistant Director

Grant Evaluation & Statistical Support (GESS)

Associate Director

Research Compliance:

Institutional Review Board (IRB)

Professional Development

Center for Teaching Excellence (CTE)

Director (faculty)

VICE PROVOST FOR **RESEARCH**, **PROFESSIONAL DEVELOPMENT**, & **ONLINE LEARNING**

VICE PROVOST OFFICE

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Research (13)

Office of Research & Sponsored Projects (ORSP)

Assistant Vice Provost

Office of Research & Creative Arts (ORCA)

Director

Assistant Director

Grant Evaluation & Statistical Support (GESS)

Associate Director

Research Compliance:

Institutional Review Board (IRB)

Professional Development (1)

Center for Teaching Excellence (CTE)

Director

Online Learning (5-7)

Office of Online Learning (OOL)

Senior Director

Instructional Designers (x3)

Multimedia Specialist

GAs

VICE PROVOST FOR RESEARCH, PROFESSIONAL DEVELOPMENT, & ONLINE LEARNING

RESEARCH Staffing

Office of Research and Sponsored Projects (ORSP)

1. Angela Rochat – promoted 2023 to Assistant Vice Provost for Research
2. Alice Martini Doyle – Associate Director Pre-Awards
3. Gina Flack – Assistant Director Pre-Awards
4. Jennifer Bindel – Assistant Director Pre-Awards
5. Vivian Nguyen – Assistant Director Pre-Awards
6. Caroline Stockstill – Research Administration Analyst
7. Kimberly Sanchez – Grant Specialist
8. Rachel Marr – Research Administration Analyst
9. Sally Southwick – ORSP Compliance Coordinator

Office of Research and Creative Arts (ORCA)

1. Liz Wimberly-Young – Director, McNair Scholars Program and Student Research
2. Carina Flores – Assistant Director, Student Research

Grant Evaluation and Statistical Support (GESS)

1. Vanessa Morales – Associate Director

Research Compliance: Institutional Review Board (IRB)

1. Julianne Paterson (PT) – Research Compliance Specialist

Professional Development Staffing

Center for Teaching Excellence

1. Karie Huchting – Director

ONLINE LEARNING Staffing

Office of Online Learning

1. Jeffrey Schwartz – promoted 2023 to Senior Director of Digital Learning & Innovation
2. Debi Aggers – Sr. Instructional Designer
3. Katie Harper – Sr. Instructional Designer
4. Nick Somsavanh – Sr. Instructional Designer
5. Thi Nguyen – Multimedia Specialist
6. Nixon Widjaja – Instructional Design Assistant (GA)
7. Zijing Zhou – Instructional Design Assistant (GA)



REVIEW OF LITERATURE AND SCAN OF OTHER UNIVERSITIES

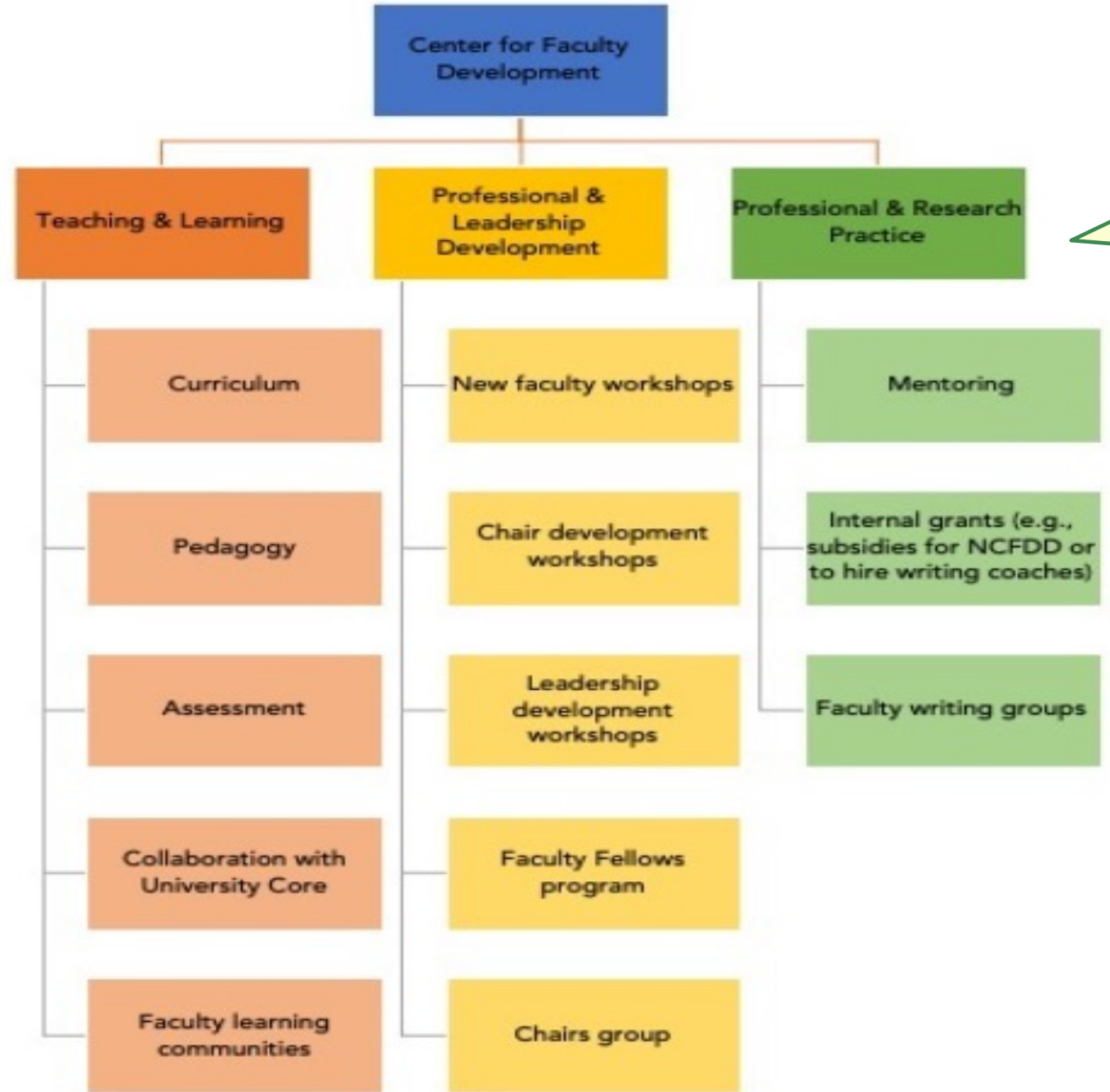
- More robust faculty development centers
- Support provided for teaching, scholarship, mentorship, & leadership development
- More staffing
- Led by faculty for faculty – study on credibility

PROPOSAL

- **Center for Faculty Development (CFD)**
- Build out the staffing and infrastructure of current faculty-led CTE (**orange**)
- Create faculty lead for leadership development (**yellow**)
- Create faculty lead for professional and research practice (**green**)

PROPOSAL

Orange is the Current (limited) CTE



Yellow & Green Currently not at LMU

PROPOSAL

Associate Vice Provost
Center for Faculty Development
(Formative)

Teaching & Learning
Faculty Lead
Stipend-based

Leadership
Faculty Lead
Stipend-based

Research Practice
Faculty Lead
Stipend-based

Faculty Leads (3yr Term)

- Reallocating funds
- Similar to Faculty Fellows Program
- Continue to grant fund

Admin Support

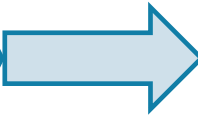
Admin Support (staff)

- Kat has money now
- JD being approved now

Faculty Appointment (3-5yr Term)

- Like an Associate Dean
- Teaching Load 1:0
- Elevate CTE Director Title/Resp.
- Parity with other areas

Newly announced position
Kat Weaver's office
Strategic Planning Funding



Associate Provost
Faculty Affairs & Faculty
Development
(Summative)

Associate Vice Provost
Center for Faculty Development
(Formative)

Teaching & Learning
Faculty Lead
Stipend-based

Leadership
Faculty Lead
Stipend-based

Research Practice
Faculty Lead
Stipend-based

Admin Support

PROPOSAL FOR NEW CFD...

- Address needs of LMU faculty (for ALL faculty)
- Support retention and succession efforts
- Create parity with other areas under VP: Research & Online Learning
- Continue to provide *faculty to faculty* support!
- Continue to partner with other offices across campus!
- Envision a more centralized location on campus with robust faculty services for this center
- Alignment with LMU's R2 status & Strategic Plan
- Hope to recruit, retain & support our amazing LMU faculty!