

# CSU Faculty Professional Development Strategic Planning

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## ***Timeline and Moving Forward***

In June 2008, the Institute for Teaching and Learning (ITL), a systemwide faculty professional development unit in the Chancellor's Office, supported a two (2)-day strategic planning meeting for the Faculty Development Council (FDC), an affinity group of 23 teaching and learning center directors in the CSU. Under the guidance of a strategic planning consultant, the FDC leadership team, regional representatives from additional CSU campuses, and the ITL faculty director comprised this eight (8)-person task force. This meeting produced a draft 20-page 3 to 5-year plan. Subsequently, this plan was circulated, discussed, and approved by the full FDC at the next semi-annual meeting in November 2008.

At the February 27, 2009, ITL Advisory Board meeting, a summary of the draft strategic plan, including a list of specific Strategic Directions and Activities was circulated and discussed. The ITL Board unanimously approved the decision to present this FDC/ITL strategic plan to the Statewide Academic Senate, requesting their support and feedback.

## ***Access to Excellence: FDC/ITL as Lever***

It should be highlighted at the outset that the faculty professional development centers provide expertise and leadership in furthering many of the CSU strategic goals as outlined in *Access to Excellence*, including:

- Faculty excellence in pedagogy and related scholarly activities
- Instructional practices focused on reducing student achievement gaps
- Active, experiential, and engaged pedagogical practices
- Faculty leadership development

## ***Overview of FDC/ITL Strategic Plans***

The FDC/ITL strategic plan focuses on a range of issues related to supporting the ongoing intellectual, scholarly, and professional development of all faculty, tenure-track and lecturers, in the CSU, including:

- Pedagogical innovations
- Research and scholarship
- Community engagement
- Leadership development
- New faculty mentoring and retention
- Experienced and distinguished faculty renewal

In addition, the FDC/ITL strategic plan analyzes the role of faculty professional development and establishes goals to professionalize this critical campus position, including:

- Mentor new center directors and center associates
- Share collective best practices of centers (DEPOT repository)
- Share workshops systemwide (Webinars)
- Strengthen institutional commitment for teaching and learning
- Strengthen center director retention rates

### ***Strategic Directions and Activities: The Next 3-5 Years***

#### **1. Communicate the ITL/FDC strategic plan**

- Share with Statewide Academic Senate (Faculty Affairs Committee)
- Share Provost Academic Council

#### **2. Define and document the discipline of faculty professional development**

- Success cases within the CSU and nationally
- Required competencies of center director and faculty associates
- Assessment outcomes

#### **3. Strengthen faculty reward structure to recognize good teaching that results in improved student learning**

- Recognize the scholarship in teaching and learning projects
- Strengthen the scholarly caliber of teaching and learning projects

#### **4. Strengthen the visibility of teaching and learning and faculty professional development through FDC and ITL collaboration**

- Strengthen, institutionalize, and promote the CSU Regional Symposium on University Teaching
- FDC members collaborate with ITL
- Publish and disseminate "Benefits of Faculty Development" brochure
- ITL features FDC success case stories

#### **5. Author white paper on the need for educational change related to faculty professional development**

#### **6. Increase Awareness of and Commitment to the FDC in the CSU**

- Establish relationship with CSU Academic Senate (the Faculty Affairs Committee)
- Establish faculty development grants that require ongoing institutional commitment

- Leverage FDC meetings on individual campuses by inviting key academic leaders, such as ITL Advisory Board, Statewide Senators, and Provosts
- Send FDC representative to address the CSU Academic Council
- Work with ITL and EVC Gary Reichard to formulate FDC as institutionalized (i.e., formal and funded)

## **7. Mentor and Provide Support for CSU Faculty Developers**

- Create common baseline director description
- Create faculty developer “essential resources” document
- Promote mentorship and continual development of center directors and center faculty associates
- Develop user-friendly web-based resources:
  - Guidelines
  - Recommended resources
  - Best practices
  - Orientation models
  - Faculty development campus activities description and resources
- Create electronic handbook for directors with resources related to creating and effectively supporting change
- Encourage site exchanges/visits within CSU
- Encourage center directors to meet with appropriate administrator to address job description, make changes/improvements, implement for guaranteed term (5-10 years)
- Maintain ongoing relationship with appropriate administrator so s/he is aware of campus center activities

## **8. Identify Existing Accreditation Standards and CSU Strategic Goals that Faculty Development Programs Directly Support**

- Align system goals with faculty professional development and the scholarship of teaching and learning
- Find resources through the Professional and Organizational Development Network in Higher Education [Note: This is a North American organization of 17,000 educational developers) for certification and accreditation standards related to faculty professional development

## **9. Collaborate with Other Units to Share Pedagogy**

- How can we keep reinforcing, supporting, and embedding teaching and learning in other campus units/efforts, including:
  - Academic Technology
  - First-Year Experience
  - Service Learning
  - Internationalization