

3.7.3

Faculty: Faculty development

The institution provides ongoing professional development of faculty as teachers, scholars, and practitioners.

Judgment

Compliant Non-Compliant Not Applicable

Narrative

Note: Text for all linked documents below can be increased/decreased for ease of reading by pressing your keyboard's Ctrl key while rotating the mouse wheel.

Angelo State University provides a wide variety of ongoing professional development opportunities to support faculty in their roles as teachers, scholars, and practitioners. These opportunities align with the ASU strategic plan (Vision 2020, Master Goal 1, Objective 3) and are offered through several university-wide offices and programs as well as by individual academic departments and colleges, as summarized below.

UNIVERSITY-WIDE FACULTY DEVELOPMENT INITIATIVES

ASU offers faculty development opportunities through several university-wide offices and programs, including the Hispanic Serving Institution (Title V, HSI) project office, the Training and Development program, the Center for Innovation in Teaching and Research, Information Technology Support Services, the Office of Sponsored Projects, and the Office of the Provost and Vice President for Academic Affairs. Several of ASU's significant faculty development programs and initiatives are described below, but this listing is not intended to be exhaustive. These programs are generally available to all faculty, whether tenured, tenure-track, non-tenure-track, part-time, or graduate instructors. The purposes of these programs include enhancing faculty effectiveness and performance in teaching, scholarship, research, and professional service.

Hispanic Serving Institution (Title V, HSI) Project Office

ASU has been designated as a Hispanic serving institution (HSI), and has been awarded a Title V HSI grant to better recruit and retain undergraduate students, especially those of Hispanic descent. To achieve this goal, grant-funded projects focus on improving the academic support structure at ASU, including providing training and development opportunities for ASU faculty and staff. From the HSI home page, readers can access the Faculty/Staff Development page, which includes links to the HSI Speaker Series and HSI Presentations and Articles. The HSI project office also publishes the Webinars and Resources page, which takes readers to the ASU portal, RamPort, where they can find the HSI Channel on RamPort (near the bottom of the portal page). Access to RamPort will be made available to the review team on site.

The faculty and staff development initiatives offered through HSI focus on diversity, learning styles, and teaching. In addition, the HSI office sponsors training in technologies for the delivery of teaching and services as well as for communicating with students and community members. From July 2011 through the spring 2012 semester, a number of faculty took advantage of the HSI workshops, presentations, and speaker series, which are designed to promote awareness of and inclusion of effective intercultural education strategies in the classroom (HSI Title V Faculty Development Participation Data).

Training and Development

The Training and Development staff in the ASU Office of Human Resources offers a variety of professional development and enrichment opportunities for ASU faculty and staff. Topics covered by Training and Development programs include personal and professional skill-building, compliance with regulations and policies, business-procedure tutorials, and leadership development. From the Training and Development home page, users can also access online training modules, such as Administrative Processes Training and compliance training. Additionally, the office maintains a training library of books, DVDs, and online videos on teamwork, leadership, and various other topics. The administrative processes training covers various Banner processes such as web time entry/approval, personnel action forms, requisitions, and leave reporting. Other online administrative processes training modules include job posting and hiring tutorials, and SPOL/budget training. Many faculty who budgeting authority also attend the in-person trainings that are conducted when administrative processes change and are updated. After the in-person trainings are conducted, they are made available to everyone on the ASU website.

Compliance training on policies and procedures covers the following areas: contract administration/purchasing, fund accounting, HR/payroll, and property management/travel. All department heads and deans attended the required training in the fall of 2010, along with other faculty members who have budgeting authority or receive grants. Other compliance training conducted by HR staff includes state-mandated sexual harassment training (all faculty employees) and child protection training (only applicable faculty). In the 2011–2012 academic year, approximately 75 percent of ASU faculty completed the online sexual harassment training. The new child protection training went into effect on June 1, 2012, and as of this writing, 41 faculty had taken the course, with more expected to complete the course before the end of the summer.

Center for Innovation in Teaching and Research

The ASU Center for Innovation in Teaching and Research (CITR) provides faculty-focused academic support services, including programs that foster teaching, research, mentoring, and service. The center provides assistance in the use of instructional design and multimedia tools in the classroom to improve teaching and student learning, and the center coordinates with the Office of Sponsored Projects to update faculty on research opportunities. In accordance with ASU's distance education policy, the center provides a number of services to increase faculty members' awareness of distance education methodologies and improve their instructional skills. These services include consultation, training, implementation, and evaluation support from instructional design and delivery staff to ensure effective, efficient use of the chosen delivery system (ASU OP 04.11, Distance Education, p. 4). The CITR website, which is updated

and improved on an ongoing basis, provides links to online faculty resources, such as the faculty resources link that was in effect in spring 2012, event schedules (spring 2011 through fall 2011), workshops, and instructional technology resources.

Examples of faculty development programs offered by the CITER include the Lunch and Learn series and the Summer Institute on Teaching and Learning. The Lunch and Learn program is a speaker series that provides opportunities for ASU faculty to learn from their colleagues, both within ASU and from other institutions, through formal and informal discussions. During the fall 2011 semester, eight programs were provided for faculty on various topics, including technology-related programs on the use of wikis, clickers, and Dropbox, and diversity-related programs delivered by John Quinones, the host of Primetime, and Diane Ariza, the Associate Vice President for Academic Affairs and Chief Diversity Officer of Quinnipiac University in Connecticut.

Each year, the CITER accepts up to 15 faculty members to participate in the center's two-day Summer Institute on Teaching and Learning. The program is designed to help faculty participants reflect upon their teaching and student learning. In interactive sessions led by external experts and ASU faculty, participants explore effective, multi-disciplinary approaches to teaching and engaging students. Discussion topics include issues related to pedagogy, faculty teaching, and student development.

The CITER collects several types of evaluation data including a survey of new faculty (i.e., hired in the past three years), progress made regarding key performance indicators, and tracking of sessions offered.

e-Learning

Part of the Information Technology Office, the e-Learning Center provides support and training to enhance the professional skills of ASU faculty and staff. The e-Learning staff works with departments to help faculty develop the skills necessary to meet the needs of twenty-first-century learners. Regular workshops on technology are offered in conjunction with the Center for Innovation in Teaching and Research, and online resources are provided regarding the use of Blackboard and various software applications. In addition, e-Learning staff members assist faculty with individual problem solving and collaborate with faculty through one-on-one consultations. Each year, an e-Learning survey is distributed to ASU faculty and staff. Data collected include satisfaction with Blackboard, the IT Service Center, e-Learning, and quality of training courses (e-Learning Faculty and Staff IT Survey Results Spring 2012).

Office of Sponsored Projects

The stated purpose of the Office of Sponsored Projects (OSP) is to "promote faculty research, programs, and initiatives by providing assistance and guidance in finding, obtaining and managing external sources of funding." The OSP website provides information to ASU faculty, staff, and students about externally and internally funded grants and research, including information about research compliance and intellectual property and technology transfer. OSP began publishing a monthly e-Funding Alert in June 2008 to update faculty and graduate students on available funding opportunities. Back issues from November 2010 to the present are available on the OSP website (OSP Newsletters and Funding Alerts).

The OSP also coordinates the Research Enhancement Program, which was established by the Texas legislature to encourage and support faculty research. Through this program, all public universities in Texas receive “seed money” from the state to support faculty research. All full-time faculty members who have completed at least two long semesters of service at ASU are eligible to submit proposals for the Research Enhancement Program. Projects for establishing new lines of research that are likely to result in high quality publications or actively involve students in the research process are given priority for funding (Guidelines for Funding Faculty Research Enhancement Program Grants). A comprehensive written report is provided to OSP upon completion of the research. The guidelines and forms for the Research Enhancement Program are provided to faculty via the Faculty Grants channel in RamPort.

The faculty development portions of OSP activities are evaluated through satisfaction surveys and periodic department evaluations. The satisfaction surveys are distributed upon the completion of workshops and related training sessions and usually consist of 10 items rated on a Likert-type scale and two open-ended questions. Although the results are not published, they are used internally to improve the content and delivery of future sessions on the same or related topics.

The periodic department evaluations are conducted once every three years via a survey sent through SurveyMonkey to faculty and staff. The most recent three-year evaluation was completed in 2009 (OSP 2009 Survey Summary of Results).

Office of the Provost and Vice President for Academic Affairs

At the beginning of each academic year, the Office of the Provost and Vice President for Academic Affairs, in cooperation with the office of Human Resources, schedules all new faculty to participate in a faculty orientation session. The orientation provides new faculty members with the information necessary to understand the university’s policies and procedures, as outlined in ASU OP 52.27, New Employee On-Boarding and Orientation. In addition, faculty-member expectations are defined. During the orientation, new faculty members are introduced to key personnel responsible for daily operation of the university and academic affairs. The director of the Center for Innovation in Teaching and Research also provides information on faculty development.

Each year, the Office of the Provost and Vice President for Academic Affairs also provides faculty with the opportunity to attend the Lilly Conference on College Teaching held annually at Miami University in Oxford, Ohio. Based on available university resources, the dean from each college nominates one or two full-time, tenured or tenure-track faculty members to attend this conference. Lilly Conference participants are encouraged to share insights and experiences from the conference with colleagues.

Lectureships and Symposia

ASU offers a variety of on-campus enrichment programs that provide faculty with the opportunity to listen to and engage in discussion with internationally and nationally known speakers. A list of distinguished speaker series at ASU, including information about each series and lists of recent speakers, is provided on the ASU website.

Faculty Development Leaves

A standardized approach for faculty development leaves of absence is provided through ASU OP 06.10, Faculty Development Leaves, which states that the “Board of Regents may grant a faculty development leave of absence for study, research, writing, field observations, or other suitable purposes.” Faculty development leaves are available to members of the ASU faculty after at least seven consecutive academic years of service to ASU as assistant, associate, or full professor, or as a clinical-track faculty member on full-time academic duty. Leaves may be taken for “either one academic year at one-half regular salary or for one-half academic year at full regular salary” (ASU OP 06.10). Faculty returning from development leave must provide a detailed written report on the accomplishments of the leave. This report is submitted to the director of the CITR, who disseminates the report to the University Faculty Development Leave Committee, the appropriate academic dean, and the provost and vice president for academic affairs. The original reports are housed in the CITR.

COLLEGE- AND DEPARTMENT-LEVEL FACULTY DEVELOPMENT INITIATIVES

In addition to the university-wide opportunities summarized above, each college and department within ASU provides opportunities for faculty development through attendance at regional, national, and international conferences. Funds are available for faculty to travel to professional conferences and professional development workshops as presenters and/or attendees. College funding sources are supplemented through the Office of the Provost and Vice President for Academic Affairs to support faculty travel to conferences (VPAA Travel Funds Three-Year Summary Report). College and departments also provide other types of discipline-specific faculty development resources. For example, the College of Education provides various webinars and trainings on topics specific to the needs of the education faculty.

EVALUATION OF FACULTY DEVELOPMENT INITIATIVES

As described in Core Requirement 2.5, Institutional effectiveness, and Comprehensive Standard 3.3.1, Institutional effectiveness, ASU engages in ongoing, integrated, and institution-wide research-based planning and evaluation processes. Each academic and administrative unit at ASU engages in a systematic annual assessment process to promote continuous quality improvement, and each unit documents the assessment process, outcomes, and corresponding improvements in the SPOL system. Unit leaders, such as directors, deans, or appropriate designees, define the objectives for their respective areas. These objectives are tied to institutional goals and to the planning priorities of the university, as defined by the institutional mission and strategic plan (Vision 2020). Examples of the data-collection processes that are used to ensure that faculty development programs are adequate and appropriate to the needs of ASU faculty are provided in the narrative above. For specific examples demonstrating how data are used in assessment processes that lead to improved faculty development services, see Comprehensive Standard 3.3.1.