The Evolution of Faculty Development Centers

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What is Faculty Development?

- POD* Network defines faculty development as...
  - Faculty Development
    - Faculty as teacher, scholar, person
  - Instructional Development
    - Focus on course, the curriculum and student learning
  - Organizational Development
    - Focus on organizational structure of the institution and its sub components
  - Or a combination of all three

*Professional and Organizational Development Network in Higher Education
Typical Location of Faculty Development Centers

- Libraries
  - Media Services
- Technology Units
  - Multimedia Production
  - Web Services
- Academic Outreach and Continuing Education
  - Professional Development
- Provost
  - Academic Support
    - Pedagogy
    - Faculty Development
    - Academic technologies training and support

Organizational Structure and Personnel

- Director/Co-Director
  - Academic rank
    - Faculty
  - Professional staff
    - Administrative
- Director may report to
  - Provost
  - Associate provost
  - CIO
  - Other Vice President
- Staff may include:
  - Instructional Designers
  - Web Designers
  - Multimedia Developers
  - Trainers
  - Instructional Technologist
  - Curriculum Specialist
  - Faculty liaisons
  - Copyright Specialists
Typical Services of Faculty Development Centers

- Instructional Design services
- Training
- Broadcasting services
- Multimedia services
- Curriculum redesign
- Distance education
- Grant writing
- Sabbatical workshops
- Independent Study
- Interactive Video Networks
- Webcasting
- Film libraries
- Faculty development seminars
- New Faculty Orientations

Supporting and Maintaining a Faculty Development Center

- Institutional buy-in
- Administrative support
- Faculty support
- Funding
- Space
- Valued services
- Appropriate and adequate staffing
  - Centralized vs de-centralized
  - Qualified staff
- Collaborative relationships with key organizations
  - IT; academic governing bodies; student organizations; Library
So…. Where did the Learning Enhancement Center Originate?

The Learning Enhancement Center at Southern Miss

- Teaching Learning Resource Center (TLRC)
  - Established under President Aubrey Lucas in 1976
  - Housed under Cook Library Administration
    - Film and Language Library
    - Graphic Services
    - Instructional Design Services
    - Broadcasting Services
    - Equipment Services
    - Open 7 days/wk
The Learning Enhancement Center at Southern Miss

- Became Instructional Media Unit (app 1998)
  - Housed under the Office of Technology Resources (now known as iTech)
    - Graphic Services
    - WebTeam
    - Equipment Services
    - Broadcasting (temporarily)
    - Interactive Video Network
  - Center for Educational Learning Technologies established out of Title-III grant in 2001 (CELT)

- Instructional Media Unit (IMU) closed in ~2003
  - Most units maintained by iTech

- CELT became LEC in 2003
  - Housed under Office of the Provost
  - Academic support service
  - Emphasis on:
    - instructional technology training and support
    - SMART classroom support
    - distance education
    - emerging technologies
The Learning Enhancement Center at Southern Miss

- LEC in 2003
  - Limited space
  - Limited services
    - Training
  - Limited staff (3 FT, 1 PT)
  - Trainer, Instructional Designer (1.5 FTE), Grant Activities Coordinator

The Learning Enhancement Center at Southern Miss

- LEC in 2007
  - Located in IC 315
    - Two full training labs
    - Full range of support services
    - 12 staff
The Learning Enhancement Center at Southern Miss

- Services include:
  - Blackboard CE6 support and training
  - SOAR Training
  - Interactive Video Network support and training
  - Instructional design
  - Multimedia development
  - Academic technologies training
  - Proctoring
  - SMART Classroom support and training
  - Podcasting
  - New Faculty Orientation
  - Other projects...

Examples of other FDC’s

<table>
<thead>
<tr>
<th>Institution</th>
<th>Center</th>
<th>Staff Structure</th>
<th># of students</th>
<th># of faculty</th>
<th>URL</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNC - Charlotte</td>
<td>Faculty Center for Teaching and Learning</td>
<td>9 staff - Director, IT staff, faculty associates, e-learning associates</td>
<td>~14,000</td>
<td></td>
<td><a href="http://www.fcal.usm.edu/index.htm">http://www.fcal.usm.edu/index.htm</a></td>
</tr>
<tr>
<td>UC - Santa Cruz</td>
<td>Media Services@UCSC</td>
<td>20 staff - Director, classroom coordinator, media prod staff, ID’s, computer</td>
<td>~15,000</td>
<td></td>
<td><a href="http://media.ucsc.edu/">http://media.ucsc.edu/</a></td>
</tr>
<tr>
<td>Carnegie Mellon</td>
<td>Resources for Enhancing Education @ Carnegie</td>
<td>16 staff - Director(s), admin staff, ID’s, tech support staff, MM designers,</td>
<td>~10,000</td>
<td>~1,000</td>
<td><a href="http://www.cmu.edu/teaching/index.htm">http://www.cmu.edu/teaching/index.htm</a></td>
</tr>
<tr>
<td>Wright State</td>
<td>Center for Teaching and Learning</td>
<td>49 staff - Director, budget personnel, DE and MM staff, fac dev staff, ID staff</td>
<td>~16,000</td>
<td></td>
<td><a href="http://www.wright.edu/technet/index.htm">http://www.wright.edu/technet/index.htm</a></td>
</tr>
<tr>
<td>MS State</td>
<td>MSU Inductionial Technology</td>
<td>8 staff - Director(s), coordinator(s), curriculum specialist</td>
<td>~17,000</td>
<td>~1,000</td>
<td><a href="http://www.cm%E8%BF%87%E5%A4%A7%E7%90%86.edu/technet/index.htm">http://www.cm过大理.edu/technet/index.htm</a></td>
</tr>
<tr>
<td>Ole MB</td>
<td>Faculty Technology Development Center</td>
<td>2 staff - IT specialist, IT consultant</td>
<td>~16,000</td>
<td>~800</td>
<td><a href="http://www.chs.edu/techcenter/index.htm">http://www.chs.edu/techcenter/index.htm</a></td>
</tr>
<tr>
<td>University of Wisconsin - Whitewater</td>
<td>The Learn Center</td>
<td>3 staff</td>
<td>~11,000</td>
<td>~330 faculty, ~380 academic staff</td>
<td><a href="http://www.cm%E8%BF%87%E5%A4%A7%E7%90%86.edu/learn/index.htm">http://www.cm过大理.edu/learn/index.htm</a></td>
</tr>
<tr>
<td>Southern Miss</td>
<td>Learning Enhancement Center</td>
<td>12 staff - Director, admin assist., training coordinator, IVN, MM developer,</td>
<td>~15,000</td>
<td>~800</td>
<td><a href="http://www.cm%E8%BF%87%E5%A4%A7%E7%90%86.edu/learn/index.htm">http://www.cm过大理.edu/learn/index.htm</a></td>
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Future of Faculty Development

- Faculty Success
  - Professionally and personally
- Assessment and Accountability
  - Institutional Effectiveness
  - Accreditation
- Integration of Technology
  - Emerging technologies

http://muse.jhu.edu/journals/review_of_higher_education/v030/30.1pingree.html

Who are the Stakeholders?

- Administration
- Faculty
- Students
- Community at large
  
  ....In essence, we all are!
Creating the Future of Faculty Development: Learning From the Past, Understanding the Present*

“In the past four decades, faculty development programs and centers have come to occupy an increasingly prominent place in the landscape of colleges and universities across the country.

Growing numbers of institutions, from research universities to community colleges, have seen the impact that such resources as individual consultations, orientations and workshops, grants, or publications can have on their faculty’s success, and have invested in them accordingly.

Yet such programs have spanned a wide range in their origins, offerings, disciplinary linkages, and structures; the overall status of faculty development as a profession is still evolving*.

* The Review of Higher Education: http://muse.jhu.edu/journals/review_of_higher_education/v030/30.1pingree.html

Thank You!

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