



THE PATHWAY TO SUCCESS

THE STRATEGIC PLAN OF INDIANA STATE UNIVERSITY

GOAL SIX:

RECRUIT AND RETAIN GREAT FACULTY AND STAFF



**Indiana State
University**

More. From day one.

Initiative: 2 **Initiative Title:** Faculty Development

Introduction

Faculty development plays an important role in retaining great faculty as well as student success and retention. The focus of enhancing faculty is creating a comprehensive system that:

- 1) engages new faculty initially in the culture of the institution, while actively offering information and support that encourage success in their new roles; and
- 2) offers a variety of opportunities to more experienced faculty to support and advance their knowledge and skills in the areas of teaching and research, and supports a culture of pedagogical excellence throughout their careers at Indiana State.

The strategic plan has given the University a unique opportunity to review the history of faculty development at the institution, evaluate the success of ongoing programs, and implement new and innovative programs that touch all faculty (adjunct, distance,

Purpose

Indiana State is engaged in strategic endeavors to enhance student success, engagement, and experiential learning, and to advance the research efforts of faculty. The purpose of the activities in this initiative is to offer development opportunities that provide a foundation for these efforts for all faculty. This foundation will be provided through coordinated efforts in and across Academic Affairs.

Methods

- Developed New Faculty Orientation
- Developing faculty e-portfolios
- Developing a program to support associate professors on their path to becoming full professors
- Establishing a Faculty Center for Teaching Excellence
- Elevating awareness of and ensuring consistent focus on the importance of quality teaching methods
- Expanding the definition and recognition of teaching excellence
- Identify and support individual programs that foster faculty development in other areas that promote student success

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Discussion

Past efforts in this area have focused on one unit (the Center for Instruction, Research, and Technology, or CIRT) as having primary responsibility for faculty development efforts. The CIRT was responsible for the original development of the New Faculty Orientation (NFO) program and initially led the selection of faculty e-portfolio software. In 2012-2013, a renewed emphasis on teaching excellence in support of student success prompted the creation of the Faculty Center for Teaching Excellence (FCTE).

New Faculty Orientation helps new faculty develop an awareness of expectations relative to research, service, and teaching. The programming also helps them to build a network of contacts to support their efforts in these areas. NFO therefore provides a foundation for success for individual faculty. It also fosters an understanding of the mission of the institution and current areas of emphasis that promotes active engagement of new faculty in support of institutional goals.

Ultimately the goal of Indiana State's faculty development efforts is to offer a holistic program of events and facilities that engages and supports faculty throughout their teaching and research efforts, and to coordinate and communicate those opportunities in a way that makes it easy and inviting for faculty to take advantage of them. However, in the short term a primary focus on development efforts in support of pedagogy is the critical foundational element.

With this in mind, this initiative proposes that, in addition to continuing New Faculty Orientation, faculty development efforts throughout the remainder of the current strategic planning period primarily emphasize the support of the FCTE in its efforts to coordinate and provide development activities for teaching excellence among all faculty groups, including adjuncts and distance faculty, and to continue the program for New Faculty Orientation that has been established. As individual programs in support of

Summary

Faculty development begins with a supportive orientation process. Following a successful transition into the institution, faculty must have focused support for their teaching efforts. This is critical for new faculty, but also for experienced faculty. Development efforts focused on teaching excellence will help Indiana State to build a culture of high expectations and best practices in this important area over the next several years. Identifying and rewarding strongly positive results will be an important part of this process. The Faculty Center for Teaching Excellence will lead these efforts going forward, working together with and supported by a successful New Faculty Orientation program.

Initiative Chair(s) and Contact Information

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