

FACULTY (or EDUCATIONAL) DEVELOPMENT

A. What is it?

- Process:** A set of activities that engages all members of the teaching faculty in the kind of continuous professional development that ...
- Immediate Goal:** ...enhances their ability to construct curricula and modes of instruction that...
- Ultimate Goal:** ...more effectively fulfill the mission of the institution and the educational needs of students and society.

B. Common Activities:

- University-Wide Orientations
- 1:1 Consulting
- Workshops
- Intensive Programs
- Grants and Awards
- Publications & Other Resources

C. Common Themes:

- Student-centered, active, cooperative, inquiry-based, problem-based, and team-based learning
- Programs for new faculty and TAs
- Pedagogically-appropriate use of technology
- Scholarship of teaching and learning
- Diversity issues
- "Across-the-curriculum" issues, e.g., writing, arts, globalization

D. Requirements:

- A dedicated professional **director**
- Sufficient **funding**: well-funded programs – 0.5-1.0% of total faculty salaries
- **Administrative encouragement** for faculty participation
- **Accessible** resources

E. Value/Potential Impact:

- **Faculty**: Revitalization of their teaching and teaching-related scholarship
- **Institution**: Enhancement of its educational programs and an ability to document this to various audiences, e.g., accrediting agencies.
- **Students**: More significant learning experiences

F. Major Resource:

- The **POD Network in Higher Education** is the premiere professional association for faculty development in North America. (See accompanying handout.)