

## Wade in the Water

### From Classroom Change to Institutional Transformation

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## Faculty & Change

- What kinds of faculty development activities take place on your campus?
- How do these activities support institutional change on liberal/general education?



## Faculty Development & the Change Process

Building Trust, Community and a focus on Teaching & Learning

Identifying & Cultivating Faculty Leadership

Designing & Piloting High Impact Practices

Advancing Broad & Effective Implementation

Establishing Goals & Principles for Reform

Passing the Proposed Reforms

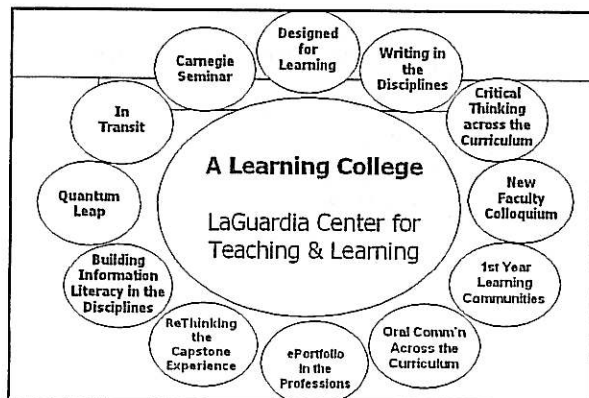
Assessment as an on-going Learning Process

## City of the World

- CUNY Community College on East River
- 15,000 credit students (+ 30,000-40,000 non-credit students)
- Dizzying diversity: 70% of students non-native born — from 160 nations, 119 different primary languages
- Most LaGuardia students are female, low income, and first-generation college-goers



- 80-90% of incoming students required to take developmental skills courses to prepare for college-level work



## A College-Wide Scope

- 15-16 Year-Long Seminars each Year
- 28 faculty leaders working in faculty-staff teams
- 175-200 faculty participants, annually
- Mix of grant and institutional funding





<http://www.lagcc.cuny.edu/CTL/journal/v1n1/contents.htm>

## In Transit

The Laguardia Journal of Teaching and Learning  
 Fall 2001 Volume 1 Number 1

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## Faculty Development & Change

- Inquiry into Practice →
- Support High Impact Practices →
- Grappling w/ Evidence of Learning →
- Crafting assignments for the ePortfolio →

**ePortfolio**  
 OF LAGUARDIA COMMUNITY COLLEGE  
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**Faculty Learning was finding out more about what good learning to be a student open**

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Welcome to LAGUARDIA COMMUNITY COLLEGE'S ePortfolio Website!  
 This site will provide you with the information and resources you need to begin building your ePortfolio at the college. ePortfolios are one of the hottest educational tools sweeping the country. At Laguardia, we believe that ePortfolios are an essential tool for student success and achievement. At Laguardia Community College, we believe that the ePortfolio assessment offers students a powerful means of a reflective and ownership of their education. We hope to get started! Be sure to explore some of our featured student ePortfolios below to get an idea of the possibilities!

**ePortfolio Website: <http://www.eportfolio.lagcc.cuny.edu/>**

## Faculty Learning & Assessment

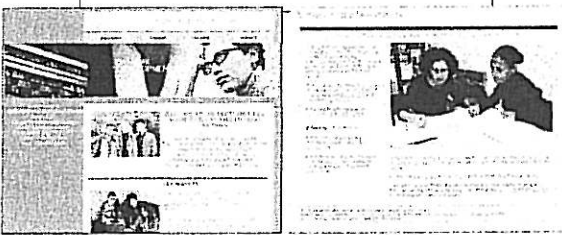
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- Crafting assignments for the ePortfolio →
- Faculty Leading the Assessment Process →



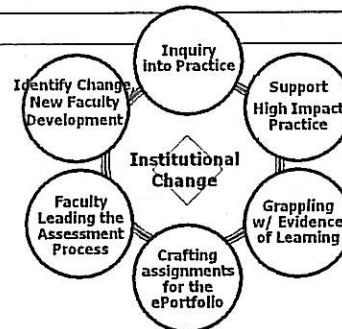
## Faculty Learning & Assessment

- Inquiry into Practice →
- Support High Impact Practices →
- Grappling w/ Evidence of Learning →
- Crafting assignments for the ePortfolio →
- Faculty Leading the Assessment Process →
- Identify Needed Change, Request New Support →

## Requesting Faculty Development Assistance



## A Cycle of Inquiry & Learning



## What Makes Faculty Development Work?



## LaGuardia Center for Teaching & Learning Principles of Good Practice

- 1) Respect Faculty Knowledge
- 2) Focus on the Classroom
- 3) Support Collective Inquiry
- 4) Create Opportunities for Sustained Work
- 5) Break Boundaries
- 6) Create Supportive Professional Community
- 7) Respect Faculty Time

## Paradigm Shift

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>• Isolated Workshops</li> <li>• Rigid Formulas Imposed from Outside</li> <li>• Faculty as a Problem</li> <li>• Fragmented and Haphazard Programs</li> </ul> | <ul style="list-style-type: none"> <li>• Sustained Programs that build over time</li> <li>• Classroom as site to generate pedagogical insight</li> <li>• Faculty as Leaders: Build Empowerment, Faculty Voice</li> <li>• Link across programs to key initiatives, Institutional capacity building</li> </ul> |
|--|--|

## Resources

- Angelo, "Doing Faculty Development as if We Value Learning Most: Transformative Guidelines from Research to Practice," in Lieberman, *To Improve the Academy*, 2001
- Meacham & Ludwig, "Faculty & Students At The Center: Faculty Development for General Education Courses," *Journal of General Education*, v. 50, #4 2001
- Sorcinelli, "Ten Principles of Good Practice in Creating & Sustaining Teaching and Learning Centers," in Gillespie et. al, *A Guide to Faculty Development: Practical Advice, Examples & Resources*, 2002
- Eynon, "The LaGuardia Center for Teaching & Learning: A Resource for Change," 2006. <http://www.lagcc.cuny.edu/cfl>
- Professional & Organizational Development Network <http://www.podnetwork.org>