CITDE's Faculty Training & Development:
2010 Annual Update

Background:
The CITDE's Faculty Training and Development division of the CITDE serves and supports the instructional needs of faculty by offering a full program of regular workshops, consultations, and trainings to enhance and inform on topics related to innovative teaching.

Faculty Training:
As use of the online and face-to-face instructional tools at Tarleton have grown, the need to train faculty on how to use the tools has increased. In response, the CITDE now offers monthly face-to-face group training sessions/workshops as well as customized individual one-on-one training sessions by request. The FTD division works in concert with the other two divisions of the CITDE (Online Instructional Support Services and Classroom and Lab Support Services) to be proactive about training topics and issues that should be addressed and to avoid potential problems that faculty sometimes run into when using a new teaching tool.

Faculty Development:
There has been a long-standing need at Tarleton for a centralized and focused effort of faculty development services in the area of teaching excellence (e.g. faculty roundtables and learning cohorts, faculty first-year programs, instructional mentoring, etc.). These needs were formally identified by the faculty senate and Academic Affairs, and the CITDE was tasked with housing the faculty development initiative given its reputation as a trusted support organization for faculty.

In order to ensure that faculty would drive the value of services, faculty representation within the CITDE was a necessary component of successful implementation of the initiative. Thus, two rotating faculty “fellowships” were created to allow for a “faculty-driven” process of developing and launching development services. Specifically, the Faculty Fellows are responsible for planning and coordinating implementation of procedures and processes, the design and implementation of faculty roundtables/learning cohorts, providing organizational leadership and support for faculty, providing course level mentoring, and partnering with other faculty to conduct action research.

Completed Projects/Accomplishments
2009-2010

- Proposed and implemented initial stages of Faculty Development Initiative within the division – hired two highly-respected Faculty Fellows, Dr. Chris Guthrie from the College of Liberal and Fine Arts and Dr. Kayla Peak from the College of Education.
  - Types of services/events offered in first semester:
    - Peer mentoring sessions
    - Two faculty roundtable discussions
    - Hosting of guest speaker Dr. Mark Taylor to present on ‘Teaching the Next Generation’
- 7th Annual Excellence in Teaching Conference (84 attendees)
- 82 group training/workshops offered
Projects Planned/In Progress
2010 - 2011

- Refresh of online training materials/website to enhance ease of use.
- Planned Faculty Development services/projects:
  - Planning for Course Re-Design Learning Cohort
  - Developing a Faculty Resource Guide
  - Authoring a published journal article regarding faculty development in higher education.
  - Developing New Faculty First Year Program