Background

- Faculty Senate and the TLTR identified the need for a focused effort of support services in the areas of teaching and scholarship.

- CITDE’s plan for implementing Faculty Senate and TLTR recommendations was approved by Academic Affairs in the fall of 2008.

- A steering committee was convened in the spring of 2009 to provide oversight for the initiative.

- Implementation of the plan is set to commence in October.

Steering Committee

- Membership:
  - Dr. Marilyn Duran (Faculty Senate)
  - Dr. Kathleen Mollick (COLFA)
  - Dr. Kyle McGregor (COAHS)
  - Dr. Ann Calahan (COE)
  - Dr. George Mollick (COST)
  - Dr. Rusty Freed (COBA)

- Charge:
  - Act as a sounding board for faculty development at Tarleton.
  - Help develop internal standard procedures and workflows.
  - Serve as the hiring committee for two Faculty Fellowships.

- Guiding Principles:
  - Faculty will determine/drive the value of our services, thus, if it’s not working, we will change it.
  - The Center must remain a place that is trusted by faculty, thus all services will be offered on a voluntary basis.
Types of Services

- Faculty First Year Program
- Faculty Roundtables
- Faculty Learning Communities
- Instructional Mentoring
- Faculty Research Partnerships
- Faculty Development Event Offerings and Event Promotion

Faculty Fellowships

NOTE: Fellowships are two-year appointments consisting of 15 hours per week. Upon completion, faculty would return to their normal appointments to provide a constant rotating faculty presence within the Center.

- Job Description:
  - The faculty fellow will coordinate with the Steering Committee to implement procedures and processes, design and implement faculty roundtables/learning communities that are valued by faculty at Tarleton, provide organizational leadership and support for faculty to improve student learning and success within the classroom, provide course level mentoring for faculty upon request, and partner with faculty to conduct action research that focuses on effective teaching and learning.

- Qualifications:
  - Full-time faculty (Tenured, Tenure Track, Non-Tenure Track)
  - History of scholarship and research.
  - Proven track record of teaching in higher education as demonstrated through peer and administrative recommendations.
  - Record of leadership and service.

- Hiring Process:
  - Potential fellows will submit a professional Vitae highlighting excellence in teaching, leadership and service, and formal and informal scholarly activities.
  - Potential fellows will provide two letters of support from colleagues and written approval of their department head.
  - Steering committee will screen applications and select 4-5 potential fellows for interviewing.
Tentative Timeline for Implementation

- Fall 2009:
  - Hiring Committee will select two faculty fellows.
  - Fellows will work with the steering committee to identify faculty development opportunities and share ideas. A plan for spring 2010 will be developed.

- Spring 2010:
  - Plan and promote the ‘Excellence in Teaching’ annual conference.
  - Work with Deans Council and Academic Affairs to:
    - Flesh out the definition/charge of a first-year program for all new full-time faculty.
    - Define the roles and responsibilities for a voluntary Instructional Mentoring service.
  - Coordinate and facilitate 1-2 roundtable discussions.
  - Begin to develop/plan calendar of events and services for FY 2010-2011.

- Summer 2010:
  - Define communication plan for all services through promotional materials (website, print, e-mail).
  - Identify quality measures for assessment of services.