

Old Dominion University

Office of Academic Affairs

Faculty-Focused The Center for Faculty Development Strategic Plan

Tuesday, September 17, 2024

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## 1 Executive Summary

The Center for Faculty Development (CFD) is dedicated to advancing the University's agenda for teaching excellence by offering continuous professional development, resources, and support services to faculty. Our Strategic Plan (SP) Faculty Focused goals are aligned with the five major areas of academic excellence identified in the University's Strategic Plan, *Forward Focused: Where Innovation Meets Possibilities*. As a dynamic document, this plan is inspired by our institutional mission and is regularly updated to meet the evolving needs of all faculty members (tenured, tenure track, lecturers, instructors, and adjuncts).

In partnership with other campus units and in accordance with our institutional policies, the CFD seeks to create a culture of continuous improvement in teaching and learning. This is accomplished by engaging faculty in professional development programs for educators, scholars, and professionals.



### 4.3 Collaboration Promoting Scholarly Productivity

As an R1 institution, we encourage the development of new knowledge within our research environment. We promote better understanding of strategies that increase research productivity, encourage research collaboration, and support the ethical conduct of research.

### 4.4 Innovation Fostering a Culture of Innovation

We support and encourage innovation, experimentation, and the exploration of innovative ideas and strategies in teaching and learning. We collaborate with faculty on new technologies and teaching methods to enhance student success.

### 4.5 Diversity and Inclusion: Embracing Diversity

We value the unique perspectives of all backgrounds and are committed to an inclusive learning and working environment for ODU faculty. Embracing diversity enhances education, fosters innovation, and creates an environment in which faculty can thrive. We strive to create an inclusive atmosphere that benefits all by promoting fairness, respect, and a sense of belonging.

### 4.6 Lifelong Learning: Learning Together

At the CFD, we strive to create a culture of lifelong learning by offering faculty ongoing professional development opportunities based on adult learning theories and concepts. This approach allows faculty to use their experiences, interests, and needs to improve their teaching practices and ultimately enhance student success.

### 4.7 Reflection: Promoting Reflective Practice

As reflective practitioners at the CFD, we constantly evaluate our methods to cultivate a culture of self-reflection. We encourage faculty to reflect on their perceptions, assumptions, and beliefs about teaching and learning, as well as their research goals and productivity.

### 4.8 Confidentiality: Protecting Your Privacy

At the CFD, we keep all consultations with faculty members about teaching, scholarship, or service strictly confidential. Any information shared during consultations will be kept private and will not be shared with others.

## 5 Objectives

The purpose of this strategic plan is to cultivate a culture of teaching excellence and faculty productivity by achieving the following goals:

### 5.1 Teaching Excellence

- a) Inspire and support innovative teaching practices by promoting the Scholarship on Teaching and Learning (SoTL).
- b) Expand the use of evidence-based practices in teaching and learning, especially high-impact practices.
- c) ~~Expand the use of evidence-based practices in teaching and learning, especially high-impact practices.~~

- b) Classroom observation and feedback
- c) Workshops, brown bags, seminars and series on diverse topics
- d) Teaching with technology initiatives
- e) Teaching consultations
- f) Online resources
- g) Promotion of best practices for inclusive teaching

### 6.3 Research and Writing Support

- a) Writing retreats
- b) Support faculty research productivity

### 6.4 Recognition and Acknowledgement

- a) Outstanding faculty recognition
- b) Provost's Spotlight honoring faculty excellence

### 6.5 Diversity, Equity, and Inclusion Initiatives

- a) Grants and initiatives promoting the hiring and retention of underrepresented groups, particularly women and women of color in STEM disciplines

### 6.6 Leadership Development

- b) Leadership development for women

Programs and initiatives promoting the hiring and retention of underrepresented groups, particularly women and women of color in STEM disciplines

## 8 Strategic Goals and Objectives

ODUs SFGoals	CFD SObjectives	Metrics
1. Serve as a leading institution in developing and offering relevant, signature academic programs to meet regional and global workforce needs	<ul style="list-style-type: none"><li>▪ Collaborate with colleges and departments to organize workshops and training sessions based on targeted relevant academic programs such as GenEd</li><li>▪ Help faculty to better understand our student</li></ul>	

<p>3. Utilize the Scholarship on Teaching and Learning (SoTL) and advising best practices to enrich undergraduate and graduate academic programs</p>	<ul style="list-style-type: none"> <li>▪ Update the CFD repository of teaching resources and best practices for faculty (sample assignments, rubrics, resources, etc.).</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of resources added to the repository</li> <li>▪ Level of satisfaction (open-ended surveys, post event followup surveys)</li> <li>▪ Self-reported changes in teaching practices</li> </ul>
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## **7. Implementation Plan**

The Center for Faculty Development (CFD)





## 9. Monitoring and Evaluation

This section presents a mixed methods evaluation framework that integrates process, outcome, and impact assessments for the CFD's strategic plan. It employs a variety of data collection methods such as attendance records, surveys, focus groups, interviews to assess the plan's implementation, effectiveness, and long-term impact. Data collection occurs on an ongoing, annual, and biennial basis to facilitate informed decisions, pinpoint areas for improvement, and continually refine the strategic plan to better serve faculty, students, and the community.

Evaluation Component	Data Collection Method	Data Source	Frequency	Responsible Party	Purpose
Process Evaluation	<ol style="list-style-type: none"> <li>1. Workshop attendance records</li> <li>2. Surveys</li> <li>3. Focus groups</li> </ol>				