



Faculty Development

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Annual Report for Faculty Development

Eastern Illinois University

Academic Year 2010-2011

Foreword

This annual report summarizes Eastern Illinois University's Faculty Development's programs, activities, and services during 2010-2011. The information summarized in the report demonstrates the ongoing demand by faculty and staff for the services this unit provides.

Although this past year has been a period of transition in terms of leadership and direction, Faculty Development offered a comprehensive range of programs, resources, and services that support teaching and scholarship.

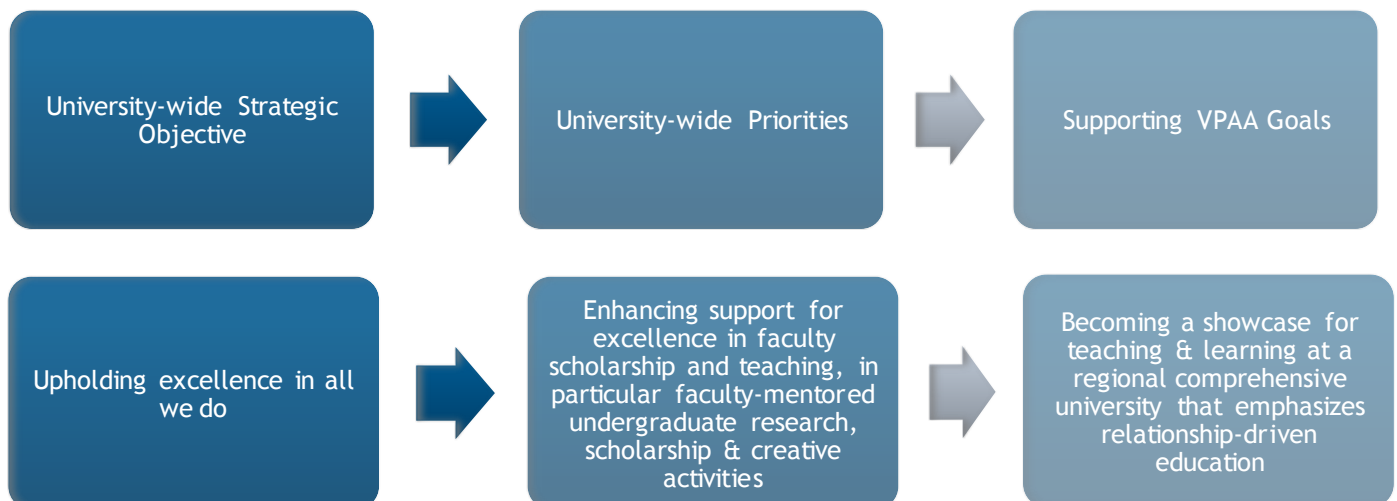
We acknowledge at the outset of this report that the work we have accomplished in 2010-2011 would not have been possible without the support of the Provost and Vice-President for Academic Affairs, Dr. Blair Lord, the willingness of other units and individuals to collaborate with Faculty Development, and by the active engagement of faculty and staff, as members of the Faculty Development Advisory Committee and as program participants.

Mission

The mission of Faculty Development at Eastern Illinois University is to develop and enable excellent faculty to provide high quality service and leadership across the University's integrated missions of teaching, research and creative activities. The aim is to promote overall faculty excellence, morale, and collegiality and to facilitate superior and timely responses to changing external and internal circumstances and priorities.

Relationship to Planning in the Division of Academic Affairs

Eastern Illinois University's Overarching Goal: Integrating the academic and personal development of students better than any other public university in the nation.





Introduction

The 2010-2011 annual report of the Office of Faculty Development summarizes the programs, activities and accomplishments of the office, which included:

- Providing a New Faculty Orientation for 39 incoming faculty of 2010
- Inviting 2 experts from outside EIU to present programs on teaching and related topics
- Creating an EIU Write-On-Site program and developing a Faculty Writing Course for new and junior faculty to debut in Spring 2012
- Awarding 18 Faculty Development grants
- Developing and awarding a new grant to 4 sets of applicants that encourages partnerships between faculty from different disciplines
- Providing opportunities for enhancing faculty teaching, (for example, sending 4 faculty--1 from each academic college--to attend the Wakonse Teacher Conference)
- Recognizing faculty for their teaching, research and creative activity through the Featured Faculty section on our website
- Establishing a closer collaboration with the Center for Academic Technology Support, and with other units to better support faculty in the different dimensions of their work
- Launching a series of conversations, “talkbacks,” with administrators, faculty and staff concerning the current perceptions and expectations of Faculty development as well as generating ideas for the future
- Planning the 2011 New Faculty Orientation

During 2010-2011, Faculty Development collaborated with various academic and support units to meet the ongoing and evolving needs of EIU faculty and staff in their teaching, professional development, and research and scholarly activities.

Teaching Activities

Faculty Development promotes effective teaching through the following activities and services:

- Arranging and/or co-sponsoring workshops, seminars, institutes and related programs on teaching
- Promoting multicultural and international education
- Providing access to resources on teaching

New Faculty Orientation Institute 2010

The New Faculty Orientation Institute is just one of the many ways that Eastern Illinois University invests in the success of its faculty at all developmental stages of their careers. The New Faculty Orientation took place on August 16-17, 2010. This orientation usually includes a series of presentations in the morning for all attendees and concurrent sessions on different topics of interest in the afternoon. The sessions are presented by EIU faculty and staff. During orientation, the goal is to introduce new faculty members to critical information, resources, and support for research, teaching, and service. During the New Faculty Orientation Institute 2010, the Office of Faculty Development presented concurrent sessions, presentations, panel discussions, and tours, including the following:

Concurrent Sessions:

- Using Videos in the Classroom
Dr. Linda Ghent, Economics
- Using SmartBoard in the Classroom
Dr. Tom Grissom, Instructional Technology Center, College of Education & Professional Studies
- Maximizing the Potential of the Millennial Student
Dr. Melinda Mueller, Political Science
- Mentoring Undergraduate Research
Kraig Wheeler, Chemistry
- The Integrative Learning Experience at EIU
Dr. Angela Anthony, Communication Disorders & Sciences; Dr. Jacquelyn Frank, Family & Consumer Sciences; Dr. James Novak, Biological Sciences; & Dr. Tony Oliver, Kinesiology & Sports Studies

Panel Discussions:

- Promoting Excellence & Advancing Diversity
Dr. Mona Davenport, Minority Affairs; Dr. Klevor Abo, African American Studies; Dr. Kai (Billy) Hung, Biological Sciences; Dr. Terri Fredrick, English; & Dr. Sheila Simons, Health Studies
- EIU from Different Perspectives
Dr. Kevin Anderson, Political Science; Dr. Janice Collins, Journalism; Dr. Charles Delman, Mathematics & Computer Science; Dr. Fern Kory, English; Dr. Sham'ah Md-Yunus, Early Childhood, Elementary & Middle Level Education; Dr. Kiran Padmaraju, Early Childhood, Elementary & Middle Level Education; & Dr. Tena McNamara, Communication Disorders & Sciences
- EIU & the World Panel
Dr. Robert Augustine, Graduate School; Ms. Wendy Williamson, Study Abroad
- Tenure & Promotion: Voices from New Faculty
Dr. Karla Kennedy-Hagan, Family & Consumer Sciences; Dr. Melissa Caldwell, English; Dr. Michael Dobbs, School of Business; Dr. Jacquelyn Frank, Family & Consumer Sciences; & Dr. Scott Ronspies, Kinesiology & Sports Studies

Presentations:

- Promoting the Wholesome Professor while Providing Teaching, Research, & Service
Mr. Ken Baker, Campus Recreation
- Presentation on School of Continuing Education
Dr. William Hine, School of Continuing Education
- Introduction to EIU/ UPI Unit A & Unit B Agreements
Dr. Jeff Cross, Associate Vice President for Academic Affairs & Dr. John Allison, University Professionals of Illinois
- Research & Sponsored Programs
Dr. Bob Chesnut, Research & Sponsored Programs

Faculty Guides:

- Dr. Michael Cornebise, Geology-Geography
- Dr. Steven Daniel, Biological Sciences
- Dr. Karla Kennedy-Hagan, Family & Consumer Sciences
- Dr. Tony Oliver, Kinesiology & Sports Studies
- Ms. AJ Walsh, Communication Studies

39 faculty attended the New Faculty Orientation Institute 2010

The following are survey results¹ from the New Faculty Orientation Institute 2010²:

ACTIVITY	AVERAGE
Monday, August 16, 2010	
The information presented in the sessions was useful.	4.07
The sessions were well-organized.	4.15
The session presenter(s) were effective.	4.07
As a result of this session, I have a better understanding of using videos in the classroom.	3.86
As a result of this session, I have a better understanding of using SmartBoard in the classroom.	4.30
As a result of this session, I have a better understanding of how to maximize the potential of the millennial student.	3.64
As a result of this session, I have a better understanding of mentoring undergraduate research.	3.75
As a result of this session, I have a better understanding of the Integrative Learning Experience at EIU.	3.69
As a result of the tour, I know what resources are available at Blair Hall, CATS & Booth Library.	4.23
As a result of this session, I have a better understanding of Campus Recreation.	4.67
Tuesday, August 17, 2010	
The information presented in the sessions was useful.	4.00
The sessions were well-organized.	5.00
The session presenters (s) were effective.	4.00
As a result of these sessions, I have a better understanding of diversity-related issues, especially on campus.	4.00
I have a better understanding of the various stages of faculty (Early, Middle & Veteran) at EIU.	4.00
I have a better understanding of international study abroad at EIU.	4.00
I have a better understanding of the EIU/ UPI Agreements.	4.00
I have a better understanding of the first-year faculty experience.	3.00

¹ # of Returned Surveys = 14; Attendance = 39; % of Returned Surveys by Attendance = 35.6%

² Scale: 5 = Strongly Agree; 4 = Agree; 3 = Undecided; 2 = Disagree; 1 = Strongly Disagree

I have a better understanding of research and scholarship at EIU.	4.00
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Overall New Faculty Orientation Institute

Overall, I found the New Faculty Orientation Institute to be beneficial.	4.21
The New Faculty Orientation Institute contributed to my professional development.	4.14
Topics addressed in the New Faculty Orientation Institute were appropriate for my needs and beneficial.	4.00

External Speaker, Dr. L. Dee Fink

During 2010-2011, Faculty Development offered professional development programs of varying durations on a number of topics of interest to faculty and staff. Faculty Development invited a nationally recognized presenter to offer workshops on various topics on professional development. Dr. L. Dee Fink (author of *Creating Significant Learning Experiences: An Integrated Approach to Designing College Courses*, San Francisco: Jossey-Bass, 2003) on November 8, 2010 to present two sessions:

- **Designing Integrative Learning into Your Courses**
Among the key themes of Eastern's Integrative Learning initiative are helping students make connections within and across their courses and other university experiences and reflecting on what they've learned. What can faculty do within the confines of the courses they teach to help students have these connecting and reflecting opportunities? Dr. Fink is well known for work-shops on course design. In this workshop, he focused on how to design Integrative Learning opportunities that will help students make and reflect on these connections and in the process, deepen their learning and help them retain what they learn.
- **The Joy & Responsibility of Teaching Well**
When we teach, our actions as teachers have the potential not only to fulfill our responsibility to students and society but also to give us the deep joy that comes when we do something important, well. There is growing evidence that although college-level teaching is extremely important in today's world, we are not doing a very good job of educating our students. In this presentation, Dr. Fink examined our traditional responses—and suggests alternative responses—to four central issues of teaching: WHAT we teach, HOW we teach, how we GEAR UP as teachers, and WHO we are as educators. If we can re-think and revise our responses to these four issues in ways that improve student learning, we can experience the deep Joy that comes with doing something very important - WELL!

101 attended Dr. Fink's sessions, "Designing Integrative Learning into Your Courses," and "The Joy & Responsibility of Teaching Well" with 37 survey results returned. The following are survey results³ from the External Speaker session.⁴

SURVEY RESULTS

The presenter(s) was (were) well organized and prepared.

Strongly Agree	70.27%
Agree	29.73%
Neutral	0.00%
Disagree	0.00%
Strongly Disagree	0.00%

The presenter(s) was (were) knowledgeable about the subject.

Strongly Agree	81.08%
Agree	16.22%

³ # of Returned Surveys = 37; Attendance = 101; % of Returned Surveys by Attendance = 36.6%

⁴ Scale: 5 = Strongly Agree; 4 = Agree; 3 = Undecided; 2 = Disagree; 1 = Strongly Disagree

Neutral	2.70%
Disagree	0.00%
Strongly Disagree	0.00%

The presenter(s) was (were) responsive to the learning needs of the group.	
Strongly Agree	45.95%
Agree	35.14%
Neutral	13.51%
Disagree	5.41%
Strongly Disagree	0.00%

The session was organized to encourage active involvement.	
Strongly Agree	51.35%
Agree	24.32%
Neutral	13.51%
Disagree	5.41%
Strongly Disagree	5.41%

The topic was appropriate to meet my educational needs.	
Strongly Agree	47.22%
Agree	36.11%
Neutral	13.89%
Disagree	0.00%
Strongly Disagree	2.78%

The level of information was appropriate for my understanding.	
Strongly Agree	55.56%
Agree	30.56%
Neutral	8.33%
Disagree	2.78%
Strongly Disagree	2.78%

The use of effective teaching strategies was	
Excellent	47.67%
Good	33.33%
Satisfactory	22.22%
Not Very Good	2.78%
Poor	0.00%

The quality of handouts/materials was	
Excellent	40.00%
Good	30.00%
Satisfactory	13.33%
Not Very Good	0.00%
Poor	16.67%

The pacing of activities in the session was	
Excellent	41.18%
Good	32.35%
Satisfactory	17.65%

Not Very Good	8.82%
Poor	0.00%
My overall rating of the presenter(s) is	
Excellent	55.56%
Good	33.33%
Satisfactory	11.11%
Not Very Good	0.00%
Poor	0.00%
My overall rating of the workshop is	
Excellent	50.00%
Good	41.18%
Satisfactory	5.88%
Not Very Good	2.94%
Poor	0.00%
The length of time allowed for this session was	
Long	14.29%
Appropriate	74.29%
Short	11.43%

Co-Sponsorship of Interdisciplinary Lunches

Faculty Development, in conjunction with the Center for Translational Humanities and Booth Library, sponsored a monthly interdisciplinary lunchtime meeting for faculty, with the hope that team-taught humanities courses as well as small reading groups may spin off these casual discussions. Interdisciplinary lunches were held on the following dates:

- January 28, 2011
- February 25, 2011
- March 25, 2011
- April 29, 2011

Sponsorship of “Status of Africana Studies” Panel

Faculty Development co-sponsored the discussion panel, “The Status of Africana Studies” with the African American Heritage Month Committee (AAHM) on February 15, 2011.

The panel consisted of the following speakers:

- Father Joseph Brown, Chair, Department of African American Studies, Southern Illinois University—Carbondale;
- Dr. Sundiata Cha-Ja, Department of African American Studies and History, University of Illinois at Urbana-Champaign; President, National Council of Black Studies

Teaching Resources

Faculty Development staff developed, acquired, and made available during 2010-2011 numerous online resources on various topics of interest to faculty and staff in fulfilling EIU's mission on teaching and scholarly activities. These include:

- Faculty Awards & Recognitions
- Faculty Online Resources
- Associations & Networks promoting Teaching & Learning in Higher Education
- Online Library of Faculty Development books & articles (Topical)
- Organizations & Publications
- Professional Publications
 - General or Interdisciplinary Journals on Faculty Development
 - Journals related to Faculty Development
 - Discipline-specific Journals on Teaching & Learning
- Call for Proposals for Teaching & Learning Conferences
- Teaching & Learning Conferences
 - Teaching Professor Conference
 - Lilly Conferences on College Teaching
 - POD Network in Higher Education
- Campus Workshops
- Departmental Activities on Research
- Links to Student Services
- Links to Campus Units



Research & Scholarly Activities

Faculty Development promotes research and scholarly activities through the following activities and services:

- Encouraging collaborative research and scholarly efforts across disciplines
- Referring faculty to appropriate resource units that support research and scholarly activities at EIU, and convey faculty needs to these units
- Sponsoring programs on research and scholarly activities with the help of other units
- Facilitating weekly Write-on-Site for faculty members
- Discussing with the School of Continuing Education the possibility of a writing course

Co-Sponsorship with Research & Sponsored Programs

Faculty Development has collaborated with the Office of Research & Sponsored Programs to provide workshops for faculty. The following workshops were offered:

- Electronic Searches for Grant Opportunities, September 13, 2010
- Introduction to Proposals for External Funding, October 13, 2010
- How to Write a Proposal to the Council on Faculty Research, December 6, 2010

External Speaker, Dr. Trish McCubbin

Faculty Development sponsored Patricia Ross McCubbin, Fulbright Scholar to China, on February 10, 2011 to present “Fulbright Grants for International Teaching & Research Opportunities.” These programs offer U.S. faculty, administrators and professionals grants to lecture, conduct research in a wide variety of academic and professional fields, or to participate in seminars.

3 attended Dr. McCubbin’s session and no surveys were conducted. As a result of Dr. McCubbin’s visit the Faculty Development website now has a link to the Fulbright home-page and she has agreed to serve as a contact for any EIU faculty, who wish to apply for a Fulbright scholarship.

Write-on-Site

Write-on-Site, a term coined by Kerry Ann Rockquemore (Sociology and African-American studies at UIC), describes people coming together to work on their particular projects for two hours at least once a week. Although people are working on their own projects, writing together in one place can provide the accountability of showing up, cultivate the sense that we are part of a community of writers and help create that energy buzz that comes from being around others who are doing the same thing.

During the Spring 2011 semester, Write-on-Site took place on Wednesday mornings and Friday afternoons. The following faculty attended Write-on-Site during the Spring 2011 semester and worked/ completed the following projects:

- Dr. Dagni Bredesen, English
Article on Victorian Female Detectives

- Dr. Sace Elder, History
Paper on Criminalization of Child Abuse in Germany, 1890s -1933, CFR Application; Journal Article about Corporal Punishment in Germany
- Dr. Terri Fredrick, English
Professional Writing Textbook
- Dr. Jeannie Ludlow, English and Women's Studies
ALA Proposal: Abortion as Spiritual Crisis in Ethnic Women's Literature
- Dr. Teresa Britton, Philosophy
Philosophy of Food project
- Dr. Kaninika Bhatnagar, School of Technology
Book Chapter on "Supply Chain Management" Volume
- Dr. Jon Coit, History
Article Revisions "Our Changed Attitude"; "Without Fear" Article revisions; OAN Conference Paper
- Dr. Gene Deerman, Sociology-Anthropology
Conference Paper
- Dr. Caroline Simpson, Art
CAH Conference Paper
- Dr. T.M. Scholz, Communication Studies
Essay about Testimonio for Book Chapter
- Dr. Debra Reid, History
Tilling Illinois Book introduction
- Dr. Angie Jacobs, Communication Studies
CSCA Conference Paper
- Dr. Sally Renaud, Journalism
Pre-writing for Fall Sabbatical project
- Dr. Robin Murray, English/Film Studies
Book Chapter

Faculty Writing Course

A meeting between Faculty Development and the School of Continuing Education gave rise to a partnership that would provide a Faculty Writing Course in the Spring 2012 semester. This idea arose in conjunction with Dr. Gene Deerman's (Sociology-Anthropology) efforts to establish writing partnerships and Faculty Development's "Write-on-Site" initiative, and was initially suggested by Dr. Debra Reid (History). The Faculty Writing course is modeled after a course run at Baylor University in which Dr. Reid participated. This course would benefit faculty greatly through cross-disciplinary exchange, faculty dialogue and mentoring, while creating the conditions so that new or junior faculty would find their research supported early in their employment at EIU. The text selected for this Faculty Writing Course is Wendy Belcher's *Write Your Article in 12 Weeks*. More information will be forthcoming on this ongoing project.

Professional Development & Faculty Awards & Recognition

Faculty Development provides professional development opportunities to faculty and staff through the following activities and services:

- Arranging mentors for faculty who request such support
- Offering support grants to faculty
- Offering interdisciplinary grants to faculty and staff partnerships
- Providing funding and opportunities for faculty to attend conferences on teaching and learning
- Serving as a referral resource to faculty for their professional needs
- Recognizing faculty for their teaching, research & creative activity
- Supporting the establishment of a faculty café with the Lumpkin College of Business & Applied Sciences and the School of Family & Consumer Sciences

Mentoring

Keeping within the goals proposed by Provost Blair Lord to “become a showcase for teaching and learning at a regional comprehensive university with an emphasis on relationship-driven education,” Faculty Development is committed to building relationships with new and existing faculty and to do so in an informal vein. Two mentoring matches were made during the Spring 2011 semester:

- Dr. Mary Konkle, Chemistry and Dr. Anne Fritz, Biological Sciences (Mentor)
- Ms. Sonja Foster, School of Family & Consumer Sciences, and Dr. Terri Fredrick, English (Mentor) and Dr. Gene Deerman, Sociology-Anthropology (Mentor)

Support Grants

Faculty Development offers a number of support grants annually in two cycles (depending on the budget situation) to faculty. Faculty Development support grants are awarded to individual faculty members for the purposes listed below and are subject to the dollar maximums indicated. Unit A and Unit B faculty are both eligible to apply for support grants.

- Improvement of Instructional Activity

Awarded funds may be used to support attendance at workshops, conferences, other institutions of higher education, or other locations for the purpose of:

1. Observing new teaching methods for a specific subject.
2. Developing evaluation tools, new teaching techniques, or delivery systems, or other non-equipment, physical components of instruction.

- Improvement of Course Content

Awarded funds may be used to obtain course information that cannot be accessed through normal channels (e.g. mail, Booth Library resources). These non-equipment, non-salary expenditures are intended for:

1. Acquisition of materials for restructuring an existing course or designing a new course.
2. Internships, attendance at workshops, conferences, and travel to observe new programs and others currently unavailable at Eastern Illinois University.

Due to the current fiscal situation in the State of Illinois, no support grants were awarded during Fall 2010. However, the following faculty members were awarded faculty development support grants in Spring 2011:

- Dr. Patricia Belleville, Art
National Art Education Association
- Dr. Gary Canivez, Psychology
International School Psychology Association Annual Conference
- Ms. Ann Coddington-Rast, Art
Foundations in Art: Theory & Education
- Mr. Andrew Cheetham, Music
2011 International Trumpet Guild Convention
- Dr. Carrie Dale, Early Childhood, Elementary & Middle Level Education
A school day at Williams Elementary School
- Dr. Margaret Floress, Psychology
National Association of School Psychologists Convention
- Dr. Kai Hung, Biological Sciences
American Society for Microbiology Conference for Undergraduate Educators
- Dr. Chris Laingen, Geology-Geography
2011 Summer Workshop for Early Career Faculty
- Dr. Danelle Larson, Music
American Educational Research Association International Conference
- Dr. Jeannie Ludlow, English/Women's Studies
National Women's Studies Association Annual Conference
- Dr. Michael Mulvaney, Recreation Administration
National Recreation & Park Association Conference & Indiana Park & Recreation Association Conference
- Dr. Robin Murray, English
Association of the Study of Literature & Environment Conference
- Dr. Gopal Periyannan, Chemistry
Gateways to Best Practices for Undergraduate Research Program Directors
- Dr. Robert Petersen, Art
ASIANetwork Faculty Enhancement Program
- Mr. Jemmie Robertson, Music
International Trombone Festival 2011
- Ms. Mary Caroline Simpson, Art
FATE/ MACAA Biennial Conference
- Dr. Jeffrey Stowell, Psychology
MISTOP 2011 Conference
- Dr. C.C. Wharram, English
American Comparative Literature Association Conference

Partnership Grants

A pilot grant program, Faculty Partnership Grants are now available from the Faculty Development Office. Designed to foster the development of interdisciplinary teaching and research projects and faculty partnerships, these Faculty Partnership Grants will be made available to EIU faculty with the goals of:

- Fostering a greater sense of collegiality and collaboration across departmental and collegial lines;
- Forming partnerships;

- Reaching a broader audience than the Faculty Development Support Grants, which are intended for the purpose of supporting the professional development of individual faculty members.

The following faculty members were awarded partnership grants during 2010-2011:

- Mr. Andrew Cheetham, Music & Mr. Bradley Decker, Music
The Abbey of St. Pierre: A New Composition for the EIU Trumpet Ensemble
- Ms. Renee King, School of Business & Dr. Kim Ervin, Center for Academic Technology Support
Integrative Technology Instruction results in Student Integrative Learning
- Dr. Michael Loudon, African American Studies, Dr. Janice Collins, Journalism, & Dr. Mona Davenport, Minority Affairs
Panel Discussion: The Status of Africana Studies
- Dr. Jason Waller, Philosophy, Dr. Grant Sterling, Philosophy & Dr. Karen Swenson, Political Science
The EIU Legal Philosophy Research Group

Travel & Teaching & Learning Conferences

Faculty Development provided \$2000 to each of the academic colleges to support funding for non-reimbursed faculty travel during the 2010-2011 academic year:

- College of Arts & Humanities
- College of Education & Professional Services
- College of Sciences
- Lumpkin College of Business & Applied Sciences


Additionally, Faculty Development sponsored four faculty members to attend the Wakonse Conference on College Teaching on May 26-31, 2011 at Camp Miniwanca on Lake Michigan. The Wakonse Fellowship brings together faculty, teaching and learning professionals from postsecondary institutions who recognize and are devoted to the inspirational aspect of the teaching and learning process. Criteria for selection included ability to travel on May 26-31, 2011, willingness to enhance teaching and learning and willingness to share and promote the excitement of teaching in our campus community. The faculty members are:

- Dr. Terri Fredrick, English
- Ms. Sonja Foster, School of Family & Consumer Sciences
- Ms. Janet Harris, Economics
- Dr. Dejan Magoc, Health Studies

Featured Faculty

The faculty at Eastern Illinois University have one key quality in common - they are committed to bringing out the best in their students. Faculty are constantly finding ways to enhance the classroom experience, whether through integrative learning or by contributing to their own specific disciplines. The following faculty are featured on the Faculty Development website and exemplify the love of teaching found among the faculty as a whole.

- Dr. Danelle Larson, Music
- Dr. Belayet Khan, Geology-Geography

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- Dr. Russell Gruber, Psychology
 - Dr. Rebecca Cook, Special Education
 - Dr. John Best, Psychology
 - Dr. Jeffrey Stowell, Psychology
 - Dr. Marko Grunhagen, School of Business
 - Dr. Janice Collins, Journalism
 - Dr. Judy Barford, Early Childhood, Elementary & Middle Level Education

Faculty Café

Faculty Development supports the establishment of a Faculty Café in collaboration with the Lumpkin College of Business & Applied Sciences and the School of Family & Consumer Sciences for the benefit of the Eastern Illinois University faculty and staff body. More information will be forthcoming on this ongoing project.

The following are expected outcomes from this endeavor from the faculty perspective:

- Build a stronger sense of community among faculty and staff as a means of networking
- Create an environment for the exchange of ideas, the discussion of challenges, the improvement of communication and collaboration among research groups
- Create the conditions for self-reflection in faculty practice and enable professional growth
- Improve faculty retention
- Increase faculty members' impact on student development and learning

College Talk-backs & Outreach

During this transition period, Faculty Development met with each of the academic deans, including the Dean of Graduate studies, and conducted informal talk-back sessions with each of the academic colleges and met with numerous constituents across campus to provide a general sense of where needs are. Talk-back sessions were conducted on the following dates:

- College of Education & Professional Studies, February 18, 2011
- College of Sciences, February 23, 2011
- Lumpkin College of Business & Applied Sciences, February 24, 2011
- College of Arts & Humanities, March 1, 2011

General Themes/ Re-occurring Ideas from the Talk-backs

- Grants & Funding
Request: Funding for Team Teaching (Student Projects, Guest Speakers, etc.)
Response: Faculty Partnership Grants
- Directory of Faculty/ Craigslist
Request: Network with other faculty, perhaps using a Craigslist-like/ LinkedIn-style directory
Response: Met with CATS Web Office - collaborate with EIU Experts' list, aid Webmaster to decide fields (research interests, skill levels) and to create a searchable engine
- 'My Door is Open' Program
Request: Observe faculty as they teach in classrooms
Response: Currently researching what has been done with program on EIU's campus before
- Faculty Mentoring Program
Request: Create conditions for Faculty Mentoring
Response: Currently researching faculty mentoring best practices
- Just-in Time Teaching/ Best Practices Repository/ Videoing Faculty as they teach
Request: Provide just-in-time learning opportunities/ quick hits or best practices repository. Create video library of best teaching practices. Provide an online space for shared resources.
Response: Have a current library on our website, with some resources. Currently working with Dr. Jeffrey Stowell to research and learn video coding for the characteristics of good teaching
- Faculty Commons/ Faculty Lounge
Request: A space for faculty community
Response: Work with Dr. Jim Painter and the School of Family & Consumer Sciences, and Lumpkin College of Business & Applied Sciences to create a faculty space for lunch and coffee. Currently soliciting letters of support from faculty

Other areas:

- Streamlining budget
- Streamlining New Faculty Orientation (Fall 2011 program is only one day instead of two or three)
- Increasing moral support for faculty research through the Write-on-Site Program and encouraging writing partnerships, as well as developing the junior faculty writing course with the School of Continuing Education
- Increasing material support for faculty scholarly projects and development through reinstating the Faculty Support Grants as well as developing and implementing the Faculty partnership grants.


- Continuing partnerships with other campus units

Outreach

Faculty Development staff met with several individuals, campus units and committees across campus.

Individuals

- Dr. Allen Lanham, Dean, Library Services & Ms. Jocelyn Tipton, Library Services
- Dr. Bonnie Irwin, Dean, College of Arts & Humanities
- Dr. Mary Anne Hanner, Dean, College of Sciences
- Dr. Diane Jackman, Dean, College of Education & Professional Studies
- Dr. Mahyar Izadi, Dean, Lumpkin College of Business & Applied Sciences; Dr. Jeanne Snyder, Associate Dean, Lumpkin College of Business & Applied Sciences; & Dr. Jim Painter, Chair, School of Family & Consumer Sciences
- Dr. Patty Poulter, Associate Dean, College of Arts & Humanities
- Dr. William Hine, Dean, School of Continuing Education
- Dr. Robert Augustine, Dean, Graduate School
- Mr. John Henderson, Director, Center for Academic Technology Support
- Ms. Karla Sanders, Director, Center for Academic Support & Assessment & Ms. Kimberlie Mook, Director, New Student Programs
- Ms. Wendy Williamson, Director, Study Abroad, Ms. Lisa Brown, Study Abroad, Mr. Farhan Aziz, Study Abroad & Mr. Kevin Vicker, Interim Director, International Students & Scholars
- Mr. Mark Hudson, Director, Housing & Dining & Mr. Jody Stone, Assistant Director, Residential Life & Conference Services
- Dr. James Ochwa-Echel, Director, Interdisciplinary Center for Global Diversity
- Dr. Ann Fritz, Biological Sciences & Dr. Mary Konkle, Chemistry
- Dr. Karla Kennedy-Hagan, School of Family & Consumer Sciences
- Dr. William Lovekamp, Sociology-Anthropology
- Dr. Linda Ghent, Chair, Economics
- Mr. Jonathon McKenzie, Lumpkin College of Business & Applied Sciences
- Dr. William Hine, Dean, School of Continuing Education; Dr. Debra Reid, History & Dr. Gene Deerman, Sociology-Anthropology
- Dr. Jeffrey Stowell, Psychology
- Dr. Gene Deerman, Sociology-Anthropology
- Ms. Ann Brownson, Booth Library
- Dr. Dana Ringuette, English
- Dr. Jonelle Depetro, Philosophy
- Dr. Stephen Lucas, Chair, Secondary Education & Foundations
- Dr. Deborah Woodley, Interim Chair, School of Technology & Dr. Thomas Hawkins, School of Technology
- Dr. Joy Russell, Chair, Early Childhood, Elementary & Middle Level Education

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- Dr. Karla Kennedy-Hagan, School of Family & Consumer Sciences

External Meetings

- Ms. Cheelan Bo-linn, Center for Teaching Excellence, University of Illinois at Urbana-Champaign
- Dr. Murali Krishnamurthi, Faculty Development & Instructional Design Center, Northern Illinois University

Campus Groups

- Faculty Senate
- Faculty Development Advisory Committee
- College of Education & Professional Studies - Chairs
- Center for Translational Humanities (now Center for the Humanities)
- University Foundations (Assessment)

List of Partnerships

- Interdisciplinary Center for Global Diversity
- Minority Affairs “Status of Africana Studies”
- Center for Translational Humanities - Interdisciplinary Lunches
- Center for Academic Technology Support
- Lumpkin College of Business & Applied Sciences - Faculty Café
- School of Continuing Education

Staff Development, Professional Service & Outreach

Faculty Development staff attended many professional development programs during 2010-2011. Listed below is a sample of professional development activities in which staff participated in:

- Dagni Bredesen attended the following conferences:
 - POD Network in Higher Education Conference, November 3-7, 2010
- Krishna Thomas attended several on-campus workshops
- Wanda Kay Robinson attended several on-campus workshops and the Administrative Assistants Conference, June 20-21, 2011. She continues to take advantage of the webinars this association makes available to its members.

Faculty Development staff served on numerous formal and informal committees, commissions, task forces and groups at EIU and contributed their services during 2010-2011. The following list shows a sample of committees that Faculty Development staff served:

- Faculty Development Advisory Committee
- English Department Graduate Studies Committee
- Women's Studies
- Women's History & Awareness Month Committee
- Interdisciplinary Center for Global Diversity Advisory Committee
- African American Heritage Month Committee
- Asian American Heritage Month Committee
- Minority Affairs Advisory Committee
- School of Continuing Education's Alzheimer's Benefit - Shall We Dance?

The following list shows a sample of outreach that Faculty Development staff performed during 2010-2011:

- Reviewed conference papers for the 2011 POD Network in Higher Education conference, May 2011



Faculty Development Advisory Committee

Faculty Development would like to acknowledge the support of the members of the Faculty Development Advisory Committee during 2010-2011. Committee members actively participated in the programs offered by Faculty Development and reviewed grant proposals for the Support Grants and the Partnership Grants. Faculty Development Advisory Committee's support has been invaluable to the Center. Committee members during 2010-2011 were:

- Dr. Teshome Abebe, Economics
- Dr. Kathryn Bulver, Foreign Languages
- Dr. Mary Anne Hanner, Dean, College of Sciences
- Dr. Karla Kennedy-Hagan, School of Family & Consumer Sciences
- Dr. William Lovekamp, Sociology-Anthropology
- Dr. Kiran Padmaraju, Early Childhood, Elementary & Middle Level Education
- Dr. Jim Painter, School of Family & Consumer Sciences
- Dr. Sally Renaud, Journalism
- Dr. Joy Russell, Early Childhood, Elementary & Middle Level Education
- Ms. Jocelyn Tipton, Library Services
- Dr. Diana Wyatt, School of Technology

Staff

The following staff served in part-time and full-time capacities at Faculty Development during 2010-2011:

- Dagni Bredesen, Interim Director
- Krishna Thomas, Assistant Director
- Wanda Kay Robinson, Office Administrator

The following graduate assistants served in part-time capacities during 2010-2011 at Faculty Development:

- Rosina Hackl, Graduate Assistant