

**Faculty Development Committee
Annual Report 2011-12
Prepared by Lara Lackey and Flip Robison, Co-chairs**

Beginning in the Fall 2011 semester, two Policy Council Standing committees, the Committee on Teaching and the Lectures and Seminars Committee, were dissolved and their responsibilities were merged under those of the newly formed Faculty Development Committee (FDC).

The new committee was charged with carrying out the selection of the School of Education Teaching Awards (the Burton Gorman Teaching Award, the Trustees' Teaching Awards, the Outstanding Adjunct Teaching Award, and the Outstanding Associate Instructor Awards); Overseeing the Miller Lecture Series; and implementing a New Faculty Orientation in early Fall 2013. It also took on or initiated several additional projects, which included a new series of Faculty Pedagogy Seminars; the development of a set of procedures for dispersing funds provided by the Dean's Office to support guest speakers in the School of Education; and a project dealing with refurbishing classroom spaces in the School of Education. On October 26, 2011, the Policy Council also charged the Faculty Development Committee with examining the "grade inflation" issue in the School of Education. The committee met seven times, approximately monthly, through to April 9, 2012. Below are summaries of the projects on which the Faculty Development Committee worked during the 2011-12 academic year. In a number of cases, the project-based nature of the committee required that individual members take on leadership of one or more projects. Where this is the case, those individuals have been mentioned.

Miller Lecture Series

Beth Samuelson took on the Miller Lecture event for the committee, coordinating and promoting all the events surrounding Dr. Alex Molnar's visit to both the IUB and IUPUI campuses. A number of FDC members and other SOE faculty also contributed to and participated in events related to the visit. Dr. Molnar's lecture may be viewed online.

Guest Speaker Support Fund

Adam Maltese worked with the FDC and the Executive Associate Dean's Office to devise a form and procedure for applications to receive this fund. The Guest Speaker Support Fund can be used by School of Education Faculty members to help bring scholars to campus who will present on topics of interest to members of the SOE community. The fund provides support monies to cover speaker travel or honoraria, not for hospitality. The intent is to provide a match to existing funding. Evidence of this dollar-for-dollar match must be made during application. The maximum amount funded per request is \$500.00 with a total of \$1500 available per semester. Two applications were received and approved in Spring 2012. With help from the Executive Associate Dean's Office, an announcement and application forms will be sent out to faculty a few times per year.

The Classroom Spaces and Refurbishing Project

Executive Associate Dean Joyce Alexander worked with Curt Bonk and other members of the Faculty Development Committee to identify and prioritize School of Education classroom spaces in need of refurbishing. 11 School of Education classrooms were identified. Dean Alexander recently received permission to create, in addition, three "technology rich" classrooms in the School of Education in collaboration with UITS.

The Grade Inflation Project

As noted, in October 2011, Policy Council charged the Faculty Development Committee with examining the issue of grade inflation. The committee was asked to explore whether grade inflation should be viewed as a problem in the School of Education and, if so, what policies might be put in place to address it. The initial charge asked that the committee respond by February 1, 2012, however the committee is still working on this complex task. With committee consultation, Adam Maltese worked with Executive Associate Dean Joyce Alexander to devise a survey dealing with grade inflation and that was distributed to all School of Education faculty and Al's. The survey explored perceptions and practices related to the questions posed by Policy Council. Adam has also accessed large sets of data providing information about grading practices both in the School of Education and across the university. Although some preliminary analysis has been done, the committee is not yet ready to report on its findings. The next step, at the time of this writing, will be to share some of the data from the survey and other collected evidence with faculty, and then to orchestrate some open discussions about ways to proceed in terms of policy recommendations. Examples of data from the survey will be shared at the Spring Faculty meeting.

The Faculty Pedagogy Seminar Series

Adam Maltese initiated and coordinated the new Faculty Pedagogy Seminar Series, which seeks to showcase faculty who are using successful and innovative teaching strategies. Presenters may be any faculty member who would like to present, but the committee hopes to draw in particular on those who have won recent teaching awards. By the end of the Spring 2012 semester seven faculty members will have presented in three seminars. There were approximately 25 people in attendance at the first seminar, 10-15 at the second, and 10-12 at the third. All sessions were streamed live via internet to IUPUI and IUC and also archived online. The goal is to continue these sessions next year offering up to three sessions per semester.

New Faculty Orientation

Flip Robison will work with Executive Associate Dean Joyce Alexander to plan and implement a New Faculty Orientation for early Fall 2012. The intention is to coordinate practices at the IUB and IUPUI campuses.

Teaching Awards

Lara Lackey coordinated the nomination and selection of the School of Education Teaching Awards for 2012. Award recipients are as follows:

Burton Gorman Teaching Award:

Annala Teemant (IUPUI)

Also nominated: Elee Wood (IUPUI); Crystal Walcott (IUPUC)

Trustees' Awards

Gretchen Butera

Serafin Coronel-Molina

Suzanne Eckes

Melissa Keller

Heidi Ross

Jesse Steinfeldt

Also Nominated: Jeff Anderson; Keith Barton; Scott Bellini; Curt Bonk; Phil Carspecken;

Outstanding Adjunct Award:

Alli Suzanne Fetter-Harrott

Also nominated: David Emmert; Teresa Grossi; Debbie Murzyn; Carol Watson;

Outstanding Associate Instructor Awards:

Anthony DeCesare

Peiwei Li

Cara Maffini

Adam Rappaport

Lisa Wood

Also nominated: Sinem Aslan; Colleen Chesnut; Jacob Hardesty; Thomas Huston; Anjali Kanitkar; James Kigamwa; Michael Ndemanu; Ozair Shariff; Potheini Vaiouli; Christine Yu;

Committee Reflections and Suggestions

The co-chairs would like to extend our thanks and deep appreciation to an extremely hard-working and enthusiastic group of committee members in this inaugural year. Although we accomplished a great deal, ultimately there was consensus among the members that we had taken on more than could be effectively managed. Some suggestions were made at our final meeting that might be useful. First, due to the complexity and sensitivity of the issues surrounding the grade inflation project, it was suggested that a small ad-hoc committee be formed at this point to carefully examine and analyze the data collected to date as well as to identify additional needs and ways to proceed. Second, the classroom refurbishing project might at this point be more appropriately taken up by the Learning and Teaching with Technology Committee. Finally, the selection of the teaching awards continues to be a challenging, time consuming process. There are so many skillful and inspiring educators in the School of Education, and it is extremely difficult to determine who should receive these awards in any given year. This year's committee found that it was particularly difficult to differentiate evidence for teaching excellence among nominated Associate Instructors. The committee suggested that this part of the selection might be better completed at the department level, where faculty would be more familiar with the contexts in which AI's teach and with their contributions to teaching over the course of their programs. This would allow the committee to focus its energies on the faculty awards.

This first year has also allowed the committee to consider its mandate. Although we opted not to propose an official mission statement, an early discussion framed the committee's purpose as promoting "effective faculty development practices in research, teaching, and service" including those related to "renewal, refinement, and recognition". Thinking of faculty development in a way that embraced all areas of faculty work was important to the members of this year's committee.

Finally, the committee would like to thank Joyce Alexander for her help, enthusiasm, leadership, and ongoing support this year.