

Minutes of the Consortium Meeting April 27, 2012

Stella Smith, Current Chair welcomed everyone to Georgia Gwinnett College.

Election of In-Coming Chair. David Pollock nominated Irene Kokkala, North Georgia; She was unanimously approved to succeed David as Chair-Elect.

Presentation #1

Irene Kokkala, *North Georgia Case Study on Developing New Faculty Orientation*. Irene's PPT is attached to these minutes and more detail is available on the college's website. Some key points are presented below.

In 2007, faculty orientation became the responsibility of North Georgia's CTLE, headed by Dr. Kokkala. The key aspects of the orientation are as follows:

- CTLE based
 - 5 days
 - Certificate for attendance and participation during fall semester
- Mandatory for full time faculty
- Part time faculty included (mandatory first day; may attend full orientation)
- Incentive – at the conclusion of the orientation in January, faculty receive a service rating for their annual review of a 4 out of a possible 7. This provides new faculty the opportunity to score better than the typical 1 or 2 for service.

Process/Evolution of building the NFO

- Be prepared to assess each year's NFO and make changes as appropriate.
- Curriculum – speakers. Selected from faculty & administrators on campus.
- Assessment (each session and end of semester)
 - Google survey tool is completed after each session. Faculty are told they must do so before they leave for the day.
 - At the end of the semester, they conduct a qualitative assessment. What was the value of this orientation? What were the surprises. What do you need to know in orientation? Based upon that feedback, Irene refines the program for the following year.
- *The focus now is not about how to teach, but about becoming fully ready for the first day of classes, for communicating the mission of the institution, and for laying the foundation for relationships across campus.*

This year:

- New Faculty Orientation is 6-10 August;
- New Faculty contract states first day is August 1st.
- In a general area, faculty walk about and meet key departments. This includes posters/handouts/etc. – poster session style. The session lasts for two hours and

works well. Faculty are asked to sign the sheet documenting their visit to each station. A raffle is included: must complete the entire walkabout.

- NOW: 4 days in August & then 5th day's work is in meetings across semesters. Twice a month in Sept, Oct, Nov. Another day is devoted to regional engagement (external relationships w/ community in Service Learning) & grant writing: an hour interview, potential for service learning, etc.
- NFO structure fosters all kinds of learning communities and chances to meet across disciplines and meetings. 30 – 60 at orientations each year.

A discussion ensued about the term “adjunct”. Mike Rogers confirmed that it is not quite appropriate for USG’s purposes. The USG suggests using either part time or non-tenure track.

Discussion Following Irene’s Presentation:

- How to support International faculty?
 - Create new faculty learning community for new international faculty.
 - Provide a place; let them choose a meeting time
 - Reading circle or let International Faculty lead the sessions (ex: program on Visas)
- Judith Longfield: GA Southern suggests break-out sessions to address variety of situations: international, new to teaching, been teaching etc. See her folder in Dropbox.
- Ginger encourages Dropbox usage to share our orientation ideas. Please add material.
 - Tris is going to upload his stuff – Case studies used at Georgia Tech to generate discussions

Presentation #2

Iris Saltiel: The CTE’s Role in Fostering Community Across Disciplines

See handout (loaded into Dropbox)

Charge: get faculty working together & publishing

- Irene’s research is in the area of faculty collaboration
- Series of lunch & learns based on scholarship
- Start by doing survey to see if interested in collaboration & area of expertise (see email on handout)

Lunch & Learn:

- Gather information about who attends, what they say in their introductions to follow up. Send email & write letter at end of year for P&T
- Have faculty share & give chance to have bring faculty in contact with the Office of Sponsored Programs

Writing Boot camp

- 2 days each semester. See flyer. Baked goods provided by participants. Held in fall or spring break.
- Fosters faculty scholarship and a common time for meeting.
- In same general area but perhaps some private rooms for group working. Someone there to walk around to offer help and support interdisciplinary groups. Can sign up for a time, but offer 9-3 each day.

Sharing by Others on Creating Community and Creating Orientation and Certificate Programs

- At UGA, their faculty learning community focused on SoTL work. This was followed by a three day workshop to write up the SoTL findings of the year.
- Iris Saltiel is leading a faculty-student book club.
- GA Southern offered a speed dating format for research projects. This was a successful way to put folks in contact with one another. Contact Judith Longfield for details.
- Reading Circles
Linda Nilson's book "Teaching at Its Best" – great for a sessions on teaching. The chapters are concise with research cited and tend to work well as – jumping off points for discussion. Nilson's session at UGS T & L is on the USG iTunes site. Many books mentioned. Here are some:
 - Tools for Teaching successful
 - Academically Adrift
 - What the best college teachers do
 - Any book by Malcom Gladwell
 - Crazy Busy
 - How Learning Works
 - James Lang's On Course
 - Student Engagement Techniques: A Handbook for College Faculty
 - Boice's Advice for New Faculty Members
 - How to Teach What You Don't Know
 - Courage to Tech
 - 147 Tips for Professors→ Ginger will add these to the USG Fac Dev Website.

Mike Rogers, & Ginger Durham--USG Office of Faculty Development update

Register and check out the USG Completion lab: www.gacompletionlab.org/ (set up an account—so available to all)

Faculty Resources site: www.usg.edu/facultyresources

- 42% of jobs require some college. By 2020, will be 60%. That 18% growth = 250,000 graduates in the next 8 years. USG, Technical Colleges involved. Articulation agreements will continue.
- If you're not on the Consortium listserv, please email Mike Rogers.

Mike Rogers – showed clips from Complete College Georgia Summit

- Faculty development is a key part of Complete College Georgia (CCG).
- The campus plans are due 7/1 to the system office. The one page summaries have already been submitted. USG plans must be submitted to governor by 9/1.
- The focus is identifying flexible approaches, which will include veterans, non-traditional students, etc. The challenge is to anchor changes into the culture. How do we reorient faculty to the idea that retention is their job? Having focus groups, finding resources to document & justify that it's required & valuable. Georgia College Complete Georgia is not just one more trend. For faculty, we need to discuss and figure out the best route to change culture. Retention is scaffolding – part of the program, part of the basis of higher education.
- This year the USG Faculty Development sessions were well attended. Next academic year, six sessions are planned, three in the fall and three in the spring. The October face-to-face session will be held at North Georgia. They will continue to provide online sessions as well.
- Topics for the year:
 - Designing hybrid courses
 - Designing accessibility
 - Effective use of Wimba
 - Effective use of iPads
 - SoTL
 - Effective online teaching pedagogy
- Any ideas for next year's USG Faculty Development sessions? Mary Carney (Gainesville) suggested a session on assessment to more fine-grained measurement of how impactful a workshop/session is. Assessment is difficult to move beyond self-reporting.
- Remember – iTunes U site to access iTunes files
www.usg.edu/facultyresources/faculty_development/itunes_u_archives
 - Reimburse faculty up to \$100. Teachers submit their expenses to their schools. Their schools request reimbursement from the USG.
- USG Teaching & Learning Conference will be held April 4-5, 2013 at the UGA Conference Center. Marie Lasseter & Irene Kokkala are the organizers and would like the CTL Directors to be involved in the conference. Students will be encouraged to participate.
- SRFIDC will be held in Jacksonville FL, March 9 – 12, 2013. Mike Rogers and Irene Kokkala are officers in the organization. The membership fee to SRFIDC pays for the conference fee. It's a small conference with somewhere between 30 – 70

persons attending. The Directors were encourage to bring their ideas and make presentations.

Distance Ed Taskforce has been tasked with developing a strategic plan for the state. Lisa Rossenbacher is the Chair. A report is due to the BOR in two weeks which focuses on creating more access and providing affordability.

WIMBA & Blackboard Collaborate update

Wimba & BB Collaborate—Wimba does integrate with D2L. Apparently, BB is promising integration with D2L. Mike Rogers strongly suggests staying with Wimba. The archives on how to use BB Collaborate can be found on the Digital Innovation website. <http://digroup.gcsu.edu/>

Ginger Durham:

- Send information on books used in learning circles to Ginger
- Check out the Faculty Development website for USG
- Dropbox: send Ginger an email asking to get access to the dropbox account for the CTL Directors ginger.durham@usg.edu
 - This is a repository for SoTL resources and all kinds of faculty development materials.
 - Send Ginger your materials, info about programs and *any changes to your center*.
- D2L: Train the trainers sessions will be led by Ginger and the USG office. Ginger is particularly excited about the design wizards that guide users through course design best practices as well as wizards for tools such as the gradebook.

Ideas for Cross-disciplinary Collaboration:

- GaSouthern—8 weekly sessions. Textbook: *How Teaching Works*
- David Pollock, Bainbridge--For online instructors, going to make them take two courses online – course design & pedagogy. Contracted w/ other to do it, D2L. Will be offering in BannerWeb an ability for online classes to have student complete a graded orientation or GPA (some number) that means a student can register.
- TXProfDev.org – excellent site from the University of Texas for just in time training.
- There needs to be a statement that these open source resources do fulfill the requirements for faculty to teach online and/or enhance their careers. There needs to be some statement of expectations of faculty system-wide. At Southern Polytechnic, they will be hosting a workshop entitled, *The New Normal* , and focus groups with faculty to address the role of the professoriate and how it will change. This discussion needs to occur across all campuses. The concern was

voiced that this should not be viewed as a top-down initiative. We, as CTL Directors, need to address this problem.

- *The Networked Student*—YouTube of what teachers need to be now. They're not the sage on the stage.

At Ga Highlands, they have an advisory group on Distance Learning and Accessibility. How is everyone handling these issues on their campus? These people were mentioned as contacts: Kimberly Tanner at Valdosta State, Christopher Lee at AMAC (Alternative Media Access Center), Janet Silva at UGA (session available at USG's iTunes site).

Next meeting of Consortium tentatively set for September 21, 2012. More communications will be forthcoming. The meeting was adjourned at 4 PM.