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Wally Cordes Teaching and Faculty Support  
Center Annual Report

Teaching and Faculty Support Center

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2018

## Annual Report of the Wally Cordes Teaching and Faculty Support Center for the year ended..., 2018

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**2017– 2018 Annual Report**  
**of the**  
**Wally Cordes**  
**Teaching and Faculty Support Center**

University of Arkansas

Fayetteville, Arkansas

For the year ended June 30, 2018

Submitted to the Provost and Vice Provost

by Co-Directors

Mary Savin, Jack Kern and Lori Holyfield

July, 2018

**2017-2018 Annual Report**  
**Wally Cordes Teaching and Faculty Support Center (TFSC)**  
submitted to the Office of the Provost

**Programs and Activities**

**Annual Teaching Retreat (August 6-8, 2017).** TFSC organized and sponsored the annual teaching retreat, which was held at the Lodge at Mount Magazine. There were 114 applications for the retreat; 62 faculty from across the University attended. Faculty represented a good mix with 28 new (< 3 years) and 34 not-so-new (3+ years) attending. The theme of the retreat was “Engaging Students to Increase Learning.” Jay Howard, Dean of the College of Liberal Arts and Sciences at Butler University, was the keynote workshop presenter. Jay is a nationally recognized scholar in both sociology and student engagement and classroom discussion. He is a Fellow of the P.A. Mack Center at Indiana University for Inquiry on Teaching and Learning. He has presented and delivered keynote addresses at numerous teaching conferences. Jay led workshops for teaching camp that included, “Why Won’t They Talk: Using Discussion to Facilitate Learning”; “How Talkers and Non-Talkers View Themselves in the Classroom”; “Making Learning Assessment Less Painful: Assessment and Test Construction”; “Are They Even Reading the Assignment? Student Reading Compliance and Learning”; and Making Exams a Learning Experience: The Two-Stage Exam.” His most recent book, *Discussion in the College Classroom: Getting Your Students Engaged and Participating in Person and Online* (Wiley 2015) was provided to each participant.

In addition to Jay’s sessions, there were six breakout sessions on topics ranging from mentoring in service learning, collaborative learning and learning in large classes to diversity in the classroom and faculty self-care.

Evaluations indicated that the retreat continues to be a valuable program offered by TFSC as a way to improve pedagogy, meet, support, and mentor colleagues from across the university, and rejuvenate prior to the start of the academic year. (Program is attached.)

- **Teaching Assistant Orientation (summer committee and August 13, 2017).** The TFSC continues to work with the Graduate School’s Teaching Assistant Effectiveness Advisory Committee to provide TA support. The TFSC Co-Directors participated in the TA orientation in August as experts during the policy session to help TA’s become familiar with university policies and consider effective and appropriate ways to deal with students during difficult situations that may arise while teaching.
- **New Faculty Orientation (August 14, 2017).** The TFSC assists new faculty through a variety of activities. The first support activity (New Faculty Orientation) occurs during

the first official week of the University's fall academic calendar. This past year, 104 new faculty were sent invitations, and 73 attended the orientation session.

After welcoming remarks and introduction of faculty support programs offered through the Wally Cordes TFSC by the Co-Directors, Vice Provost Jim Rankin discussed resources for research and was followed by Vice Provost Ro DiBrezzo who spoke about faculty development and the importance of teaching at our campus. Professor Kevin Hall provided insights into "Research Success" which was followed by Professor Lori Holyfield who presented on "Engaging Students as the University of Arkansas." Finally, a panel of four professors provided an inspired discussion on Insights from Successful Faculty.

Orientation consisted of welcoming remarks from the Co-Directors Mary Savin, Jack Kern and Lorraine Brewer. After introduction of faculty support programs offered through the Wally Cordes TFSC by the Co-Directors, Vice Provost Jim Rankin discussed resources for research and was followed by Vice Provost Ro DiBrezzo who spoke about faculty development and the importance of teaching at our campus. Professor Kevin Hall provided insights into "Research Success" which was followed by Professor Lori Holyfield who presented on "Engaging Students as the University of Arkansas." Finally, a panel of four professor provided an inspired discussion on Insights from Successful Faculty

A University Relations photographer made official photographs throughout the morning. Participants had lunch and were able to visit with representatives from various service and benefits offices on campus during an information fair held throughout the lunch break. The afternoon session held in the Reynolds Center was hosted by Human Resources and focused on benefits. (Program is attached.)

- **Faculty Awards Reception, September 26, 2017.** The TFSC continues to co-host (with the Teaching Academy) an annual reception recognizing the winners of the three major campus teaching awards: 2017 John and Lois Imhoff Award for Outstanding Teaching and Student Mentorship (Christopher Shields, Sociology and Criminal Justice); 2017 Charles and Nadine Baum Faculty Teaching Award (John White, Engineering); and the 2016 Alumni Association Rising Teaching Award (Catherine W. (Kate) Shoulders, Agricultural Education, Communications and Technology). Janine Parry, the 2015 John and Lois Imhoff Award for Outstanding Teaching and Student Mentorship recipient, addressed the audience and presented "Teaching Through the Ages". Special Recognition was given to the outgoing Teaching and Faculty Support Center Co-Director (2016-2017), Lorraine Brewer, and the outgoing President of the Teaching Academy (2016-2017), John Pijanowski (Curriculum & Instruction). Attendance was very strong with 115 people in attendance.

In addition, this was the eleventh year we presented the "Certificate of Teaching Commendation," a form of recognition designed to encourage our newest peers to participate in faculty development events. Thirty-eight faculty members earned the award this year and were recognized by the Provost. (Program is attached.)

- New Faculty Luncheons (NFL, first Tuesday and Wednesday of each month).** The TFSC hosts a monthly luncheon series for new faculty, those faculty members in their first or second year. The luncheons feature a short program and discussion about teaching strategies, student support, and faculty development. New faculty participation is consistently strong as new faculty truly seem to value these luncheons. Global campus provides excellent recaps on tips.uark.edu with additional information from presenters. Topics presented this past year included: *Student Success: Conversational Learning, Mentoring, and Retention Technology* (Speaker Panel: Trevor Francis, Associate Vice Provost and Director of Student Success, Don Nix, Director of Accelerate Student Achievement Program and Danielle Dunn, Assistant Director of Student Success and Starfish); *Fostering First-Year Student Learning and Success*, (Speakers: Ro Di Brezzo, Vice Provost for Faculty Affairs and Kelly Westeen, Director of University Perspectives). *Experiential Learning: Integrating Service and Research Opportunities into a Course Experience* (Speaker: Jennie Popp, Associate Dean Honors College, Angela Oxford, Director, Center for Community Engagement); *It's Not Just for Grades: How to use Blackboard to Increase Student Engagement* (Speaker Panel: Shelly Walters, Global Campus Shelly Walters and members of the Global Campus Learning Technology Support team); *Using Copyrighted Material in the Physical or Virtual Classroom* (Speaker: Lora Lennertz, Director for Academic and Research Services, University of Arkansas Libraries); *Academic Integrity at UA: Some Faculty Perceptions* (Speakers: Paul Cronan, Professor and M. D. Matthews Endowed Chair in Information Systems for Walton College of Business, and Chris Bryson, Executive Director of Academic Initiatives and Integrity)

Kathleen Lehman, University Libraries, provided a resource sheet at each luncheon for faculty to follow-up on luncheon topics. Programs are assessed with an instrument that asks participants about the quality of the presentation, the quality of the food, how likely they are to attend future programs, and whether they have visited the TFSC website. We also ask respondents for suggestions for future programming. The results show strong support for the NFL programs, and participants continually provide useful suggestions for future programs.

- Not-So-New Faculty Luncheons (NSN, third Thursday and Friday of two months each semester).** In addition to the NFL series, we host additional luncheons for veteran faculty. We hosted four programs in 2017-2018. Similar to NFL, attendance at all programs was strong, and faculty participating in NSN Faculty Luncheons provided lively discussions. Presentation topics included *Student Success: Conversational Learning, Mentoring, and Retention Technology* (Speaker Panel: Trevor Francis, Associate Vice Provost and Director of Student Success, Don Nix, Director of Accelerate Student Achievement Program and Danielle Dunn, Assistant Director of Student Success and Starfish); *Fostering First-Year Student Learning and Success: Experiential Learning: Integrating Service and Research Opportunities into a Course Experience* (Speaker: Jennie Popp, Associate Dean, Honors College); *Seeking Improvements and Innovations in Your Online Teaching: One (Not-So-New) Faculty's Journey with Using Voice*

*Thread* (Speaker: Kevin Brady, Associate Professor of Educational Leadership, Department of Curriculum); *Scholarship of Teaching & Learning: Practical Teaching Ideas based on Research* (Speaker: Jenna Cambria, Assistant Professor of Educational Psychology in the Educational Statistics and Research Methods Program for the College of Education and Health Professions)

As with NFL, Kathleen Lehman, University Libraries, provided a resource sheet at each luncheon for faculty to follow-up on luncheon topics. Assessment again indicated that the luncheon programs were successful and important to the faculty. Suggestions given for future programming not only help the Co-Directors plan the next year's lunch sessions, but they generate suggestions for the Winter Symposium and Teaching Camp topics.

- **All Faculty “Dead Day” Luncheon Series.** The “Dead Day” luncheons are open to all faculty. Because of room size and budget constraints we are forced to cap attendance at approximately 90 attendees for the December Dead Day luncheon. We accept lunch attendees on a first-response basis, and we maintain waiting lists for faculty who respond to email announcements after space has filled. Dead Day lunch is a perennial favorite based on attendance alone. Our December speaker, Ed Mink (Wellness and Health Promotions), presented an interactive workshop on *Living and Living Well*. In May, we were able to hold our Dead Day luncheon in the Union Ballroom, allowing us to accept more people (105 in attendance). Our expert speaker panel included five students from various colleges on campus who provided insights on *How Students Learn: Hearing from the Experts, panel of students*. In addition, we presented a short video by Vice Provost Ro DiBrezza who conducted informal interviews and lively discussion with students on campus. Both events were well attended and received positive feedback from faculty.
- **Wally Cordes Chair Events.** Our initiative began during 2016-2017 was continued during 2017-2018 when six faculty were named Wally Cordes Chairpersons. This honorary position rotates at an approximately monthly interval among faculty who are deeply involved in teaching and faculty development. The Wally Cordes Chair hosts a program to promote collegiality and an inclusive university community centered on faculty support and development. The chairs were Charles Rosencrans, Professor of Animal Sciences; Cheryl Murphy, Professor and Department Chair of Curriculum and Instruction; Tim Kral, Professor of Biological Sciences; Lynda Coon, Professor of History and Dean of the Honors College; Ed Clausen Professor of Chemical Engineering; John Norwood, Professor and N.E. Williams Lecturer of Accounting,
- **Winter Teaching Symposium (January 12, 2018).** Provost Jim Coleman welcomed the faculty participants back from fall semester break. The winter symposium keynote speaker was Carol Reeves, Associate Vice Provost for Entrepreneurship. The title of her talk was “*Building a Mosaic: How an Innovative Curriculum Can Draw On and Strengthen the Arkansas Ecosystem.*” The keynote was followed by traditional breakout sessions among faculty. These included *Data Literacy in Practice: Working with and Understanding Real Data* (Speaker panel: Grant Drawve, Casey Harris, and Patricia

Herzog – Department of Sociology and Criminal Justice); *Playful Rome: Teaching the Past through Student-Centered Game Creation* (David Fredrick, World Languages, Literature and Culture); *There is no I in Collaborate: Tips for building successful collaborative projects to enhance learning* (Speaker Panel: Stephanie Hubert, Human Environmental Sciences, Shannon Mason, Horticulture, and Robert Saunders, Electrical Engineering) ; and *Retire Your Red Pen! Using Video Recorded Feedback to Improve Student Learning* (Speaker: Kate Shoulders, Agricultural Education, Communications and Technology). The program closed with lunch. (Program is attached.) Attendees were overwhelmingly positive in evaluations about the format of the morning keynote and concurrent breakout sessions. We had 146 in attendance.

- **Student Success Grant.** In 2017-2018, TFSC offered a faculty grant program to promote teaching excellence in support of student success. The intent of this grant program, which has also been offered in previous years (e.g. 2014-2016), is to establish a faculty learning community focused on the principles of teaching excellence. Grants during the 2017/2018 are for faculty projects that focus upon implementation and innovative teaching strategies that impact undergraduate intellectual capacity and retention and success. These grants (up to \$2,500 each) provide a small source of funding to pursue teaching excellence and share findings. We appreciate the funding provided by Global Campus in order to provide Teaching Improvement grants We awarded 11 student success grant proposals and 4 Teaching Improvement grants. After review of the proposals, notification of funding was made on April 5, 2017 to the following faculty:

**Student Success Grants** (up to \$2,500 each)

Almenara, Erika WLLC	\$ 470.00
Lance Chermaine (Apparel and Merchandise ASMPD)	\$2,500.00
Jan Emory, Audrey Weymiller, Hilary Bowling (EMSON)	\$2,500.00
Jim Gigantino (HIST)	\$ 500.00
Hanna Jenson and Raj Rao (Bio Med)	\$2,470.00
Kathleen Jogan (Animal Sciences)	\$2,500.00
Jacquelyn Mosely and Zola Moon (HESC)	\$2,500.00
Lanier Nally Lawton (Agricultural Economics)	\$1,750.00
Sarah Stokowski Recreation	\$1,000.00
Yao-Chin Wang HESC	\$1,750.00
Westerman Erica BIOL	<u>\$2,500.00</u>
Total Awarded	\$20,400.00

**Teaching Improvement Grant Awards** (up to \$7,500 each)

Kevin Brady, Suzanne Kucharczyk, Peggy Whitby, and Kimberly Frazier Innovative Teaching for Interdisciplinary Student Asynchronous Online Learning (graduate, online education courses); incorporate novel technology, work with Global Campus and through OLC Innovate attendance; \$7,388 (CIED)

Lauren Sabon and Mindy Bradley

Effective use of technology in online courses to incorporate additional ways to reach, challenge, and impart knowledge students in Department of Sociology and Criminal Justice courses;

work with Global Campus and through OLC Innovate attendance;

\$7495 (SOI/CMJS)

Kate Walker

Improving retention of students and graduation rates by studying teaching techniques used in large enrollment, lecture hall STEM (science, technology, engineering and mathematics) courses

Human Physiology, a 2000 level course enrolling an average of 400 students per semester will be the pilot course

\$5087.35

Jeannie Whayne and David Fredrick

*Mornin' in Your Eyes*: Hometown Civil Rights;

develop a game-based, interactive module, *Mornin' in Your Eyes*, focused on a key period in the Civil Rights movement and American history, to enhance the curriculum of HIST 2013 - History of the American People, 1877 to Present

\$7456

### **Additional Activities**

In addition to regular programming, TFSC personnel are active in a number of other activities, including mentoring, one-to-one teaching consultations and classroom observation, representation on campus committees, one-time faculty development programs, and more.

- **Personal Consultations.** Co-directors are called upon to provide one-to-one support and assistance to faculty and teaching assistants from across the university. Several consultations were done this year which included assisting with classroom observations and mentoring, non-tenure track concerns, Mullins library, teaching development as part of grant submission, syllabus assistance, and other class engagement opportunities in large lecture courses, and other activities. The Co-directors also hosted a luncheon with former directors to solicit input for new initiatives.
  
- **Representation on University Committees and Campus Activities.** The TFSC Co-Directors actively participated on the following committees which include:
  - Reviewer for Honors College Fellowships
  - TFSC represented on Teaching Council
  - Service Learning
  - Undergraduate Curriculum Committee



- Non-Tenure Track Task Force
- University Disability Services Committee
- President, and members of the Teaching Academy

### **TFSC Mission and Website**

The current co-directors met with previous co-directors to garner feedback on programs, and the mission and vision of the TFSC, in particular how the TFSC fits within the 8 Guiding Priorities of the University. The co-directors continue to articulate strategies and priorities to guide the TFSC direction during the next several years.

The TFSC is currently working with Global campus to modernize the Center's website. Updates were made to the website to make it much more visually appealing, user friendly, and streamlined the process for collecting responses for TFSC events. The resource page is still being updated. Lori Libbert will continue to update information as needed. We are very excited to be moving in the right direction with our web presence.

### **One-time Faculty Development programs.**

In addition to the regular programs hosted by the Center each year, we assisted with faculty development sessions for departments or groups and other special faculty needs. We conducted 2 COIL sessions after consulting with the Graduate School. There is faculty interest but to pursue investment by the "U of A" for developing international collaborations, classroom fitting of proper technology and most importantly teacher training to make these kinds of courses successful would require collaboration among units and a significant financial investment.

### **Personnel**

**Mary Savin** (Crop, Soil and Environmental Sciences) will complete her third year of her three-year term as Co-Director in 2017-2018 and **Jack Kern** (Health, Human Performance & Recreation) will complete his second year of his three-year term as Co-Director in 2017-2018. **Lori Holyfield** (Sociology and Criminal Justice) will complete her first year of her three-year terms as Co-Director in 2017-2018. **Donald Johnson** (Agricultural Education and Communications Technology) will join the center as Co-Director beginning August 2018.

**Lori Libbert** continues to serve as the TFSC's Special Events Manager, organizing the activities for the center under the direction of the Co-Directors and supervising a work study student for 12-14 hours a week. Lori continues to increase her computer and technology skills to stay abreast of new software systems implemented at the university. She is also responsible for coordinating functions in the Technology Collaboration Room, which came on line in spring 2015.

### **Facilities and Resources/Budget**

The TFSC, located on the seventh floor of the Harmon Parking Facility, serves as a critical resource for individual faculty, where they can obtain instructional resources, meet with Co-Directors, enhance their teaching and classes, and learn about technology resources, etc. Groups including the Teaching Academy, Global Campus, Study Abroad, and others utilize this space. The Center maintains an e-presence via our website.

With the help of the Vice Provost, we maintain a detailed operating budget for the year. Co-Directors, together with the office administrator, monitor spending closely as well as engage in long-term planning. A budget spreadsheet allows for up-to-date tracking of budget status without the typical BASIS lag time, and additions to the spreadsheet for the coming year will project to the end of the fiscal year as well as incorporate a contingency line item to cover unanticipated price increases or costs. A summary of expenses (to date) is forwarded to the Provost's office monthly. The center is serving an increasing number of faculty and teaching graduate assistants. The Co-Directors and the Special Events Manager work diligently to plan for current events while being cognizant of maintaining funds for pending major upcoming activities. We were again able to partner with other groups on campus to deliver faculty development and enrichment events. As a result, we were able to finish the year within the allotted budget for operations. This year, attendance to teaching camp was the highest yet and as more faculty attend we are looking toward creating two camps in order to maintain the collaborative community atmosphere at camp. As demands for assistance from the Teaching Center increase with an increase in campus faculty, and as the Co-Directors develop new programs to enhance teaching on campus, budget limitations will continue to be a challenging issue. We realize budgets are strained across campus, but believe a graduated annual increase to the center's budget or a small percentage of campus Tele Fees dedicated to the Center would help relieve this strain.

To meet the budget challenge to provide increased programming to faculty, the Co-Directors (in conjunction with the Vice Provost) applied for a continuation of funding from Global Campus to significantly improve the effectiveness and outreach of the TFSC. The focus of the grant was "teaching innovation" in teaching and learning for all classroom presentation modes (on-line, blended, face-to-face). Previous funding from this grant had made funding Research in Teaching Grants, possible in 2016-2017. Global Campus graciously provided \$30,000 funding for Research in Teaching grants and is assisting us in updating our website.

In summary, the Wally Cordes Teaching and Faculty Support Center continues to expand programming, offering more services to greater numbers of teaching faculty each semester. We are grateful for the continuing support and encouragement of the Office of the Provost and the Vice Provost for Faculty Development and Enhancement in all of these endeavors.

### **Future Programming or New Initiatives**

New ideas for programming come from both the Co-Directors and from faculty suggestions. We spent much of the year exploring options for new initiatives and programs

- This year begins our new commendation for Not-So-New Faculty Teaching Development. Faculty with more than two years of service at the U of A will be eligible. Commendations will be presented based upon participation in and reflection of activities to improve teaching and learning (see Appendix).
- Working with Student Success Services and multiple organizations on campus to improve teaching and connections between faculty and campus resources, including Student Success Services, Center for Educational Access, Office of Scholarly Communications, Spring International Center, Study Abroad, Global Campus, and Blackboard.

- Strengthened collaboration with TIPS and Kathryn Zawisza (Information Technology) is spearheading a new monthly program on Teaching with Technology.
- Work with Graduate School and International Education and Information Technology Services to discuss future programs and workshops for faculty development.
- We are continuing to work with other groups as well as IT services to update web resources and expand use of technology in the TFSC, both in the physical space and in the programs offered.
- We will continue the close working relationship with Teaching Academy fellows to pursue mutually beneficial programs.

