

SWAP SESSION NEWSLETTER

James E. Groccia, Ed.D.

New Faculty Teaching Scholars: A System-Wide Approach to Faculty Development

Presented By:

James E. Groccia, Ed.D.

Director, Program for Excellence in Teaching

Assistant Dean, Graduate School

Doctoral Faculty, Ed. Leadership & Policy Analysis

University of Missouri, Columbia

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New Faculty Teaching Scholars Program (NFTS)

• GOALS

- ◆ To support individual campus activities that help new faculty members become effective teachers and scholars
- ◆ To promote interactive instructional strategies that support student-centered learning environments
- ◆ To assist in the development of campus and system-wide collegiality and establish networks for future instruction and research collaboration
- ◆ To support increased faculty research, teaching productivity and faculty retention
- ◆ To support efforts to develop a "Culture of Teaching" on each campus and throughout the University of Missouri

Check out the NFTS program at:
<http://system.missouri.edu/nfts>

“Conditions that lend themselves to motivating faculty are autonomy, collegiality, intrinsic rewards, reduction of time pressures, and contact with students.”

Barbara Walvoord

A Strategic Plan

University of Missouri’s associated objectives:

- Develop campus environments that directly and intentionally focus on student learning
- Provide meaningful learning experiences that contribute to the knowledge, skills, and personal development of students
- Recruit, develop, reward, and retain diverse, motivated, and capable faculty and staff.

General Features

- ❖ University of Missouri new faculty teaching scholars are selected from tenure-track faculty in their second, third, and fourth years of employment at each of the four UM campuses
- ❖ Participation in the program lasts one year and is limited to 100 faculty annually
- ❖ NFTS are nominated by deans, assistant of associate deans, and department chairs and are selected to create a diverse distribution of academic disciplines
- ❖ NFTS participate in workshops on their own campus as well as systemwide joint retreats and conferences
- ❖ Each activity facilitates the creation of student-centered learning environments and intercampus teaching and research relationships
- ❖ A virtual faculty development Web site will facilitate the communication of information related to teaching and learning
- ❖ An electronic listserv will facilitate systemwide communication and networking
- ❖ NFTS will receive a certificate upon completion of the yearlong activities

NFTS Program Evaluation Results

- ◆ 90% would recommend program participation to a colleague
- ◆ 78% would mentor an NFTS colleague if asked to do so
- ◆ 75% responded with scores of 8-10 (out of 10) that they would participate in year 2 activities if they were offered
- ◆ 91% rated the effectiveness of the program with scores of 8-10 (out of 10)



Lessons Learned and Recommendations

- ◆ Build support for student-centered learning through many levels of leadership
- ◆ Convey that participants will become more effective and efficient educators who increase student learning
- ◆ Advise all levels of leadership to send strong messages that the program goals are important
- ◆ Begin with early pre-tenure faculty (exclude first-year faculty)
- ◆ Select faculty from across colleges and disciplines
- ◆ Select faculty who choose to apply; pressure to participate is counterproductive
- ◆ Acknowledge diversity among participants' experiences, personalities, disciplinary traditions, and academic perspectives
- ◆ Start recruiting earlier (i.e., April) for the following academic year