

A Consortial Approach to Faculty Development

Dr. Susan Wyckoff

*Vice President for Academic Affairs
Colleges of Worcester Consortium*

Dr. Judith Miller

*Associate Dean for Special Academic
Initiatives
Clark University*

COLLEGES OF WORCESTER CONSORTIUM, INC.

Presentation Outline

Overview of The Colleges of Worcester Consortium
(<http://www.cowc.org>)

Consortial faculty development initiatives:

- Faculty development committee
- Certificate in College Teaching Program
(<http://www.cowc.org/CCT>)
- General principles for consortial faculty development success

The Colleges of Worcester Consortium

Non-profit Association of 13 Colleges & Universities

Founded in 1968

- Anna Maria College
- Assumption College
- Atlantic Union College
- Becker College
- Clark University
- College of the Holy Cross
- Mass College of Pharmacy & Health Sciences
- Nichols College
- Quinsigamond Community College
- Tufts U. Cummings School of Veterinary Medicine
- University of Mass Medical School
- WPI
- Worcester State College

COLLEGES OF WORCESTER CONSORTIUM, INC.

The Colleges of Worcester Consortium

- Mission:

To enhance the individual missions of our college and university members and to enhance higher education in the Central Massachusetts region.

- 3 Strategic Priorities:

- *Enhance & promote the educational experience for current and potential students and faculty*
- *Employ economies of scale*
- *Increase higher education's collective economic, intellectual, educational & cultural impact on the region and the state*

The Colleges of Worcester Consortium

- Academic Programs & Services
 - Student cross registration – broadens curriculum, creates diverse learning & teaching opportunities
 - Inter-campus shuttle (days & nights/weekends) - promotes academic & social integration among campuses & the city
 - Committees: FDs, CAOs, CSAO's, etc.
 - Certificate Programs: Gerontology Studies and College Teaching

Faculty Development Committee (FDC)

- FDC philosophy
- Committee membership
- FDC structure: Services & Events
 - 4 committee meetings
 - Annual conference
 - Multiple campus venue for some events
- Operational challenges & crucial elements for success

Certificate in College Teaching Program Philosophy

- Teaching effectiveness involves more than solid base of knowledge in a discipline
- Developing teaching skills requires knowledge of how to facilitate student learning
- CCT program is grounded in educational research on best practices...
- *But*, focus is on participants developing practical skills and products
- We strive to “model the method”

Certificate in College Teaching Program Participants

- Graduate students (masters & Ph.D. levels)
- Adjunct faculty
- Full-time faculty
- Professional staff (library, student affairs)
- Career changers

Certificate in College Teaching Program Structure

- Seminar in College Teaching (2 credits):
 Foundational course
- 3 elective courses (1 credit each):
- Practicum in College Teaching (1 credit)
 Capstone course - final teaching portfolio
- Graduate credit awarded by Clark
- Certificate awarded by Consortium

Certificate in College Teaching Faculty and Curriculum Development

- Faculty chosen for superior pedagogical skills
- Faculty from a variety of disciplines, diverse institutions
- Courses offered in variety of formats (on line, face to face, hybrid)
- Seminar frequently team taught
- Multiple sections of a course taught by different faculty
- Course quality, curricular coherence – high priority and challenge

Certificate in College Teaching

Operational Challenges

- Course quality, curricular coherence
- Faculty recruitment, retention, development
- Clark provides registrar and Blackboard infrastructure
- Consortium handles admissions, bursar, registration, marketing, website, faculty resource library, "graduation"
- Cross-talk between institutions' admin functions
- Room assignments
- Student ratings of instruction
- Faculty/program assessment
- Costs to participants vs. breaking even

Consortial Faculty Development: General Principles

- Fundamental question: How can we best serve our members?
- Principles:
 - FD committee has budget, funded by dues from member institutions → events are “free” or reduced price
 - Recognize and respect different missions, priorities, needs, student and faculty populations, schedules
 - Not everyone has to participate in everything
 - Nurture and develop the developers and their “clients”
 - Willingness to collaborate across institutions is essential!

What are your questions?

COLLEGES OF WORCESTER CONSORTIUM, INC.