An assessment of Faculty Professional Development Program sessions

August 2013 - February 2014

What was the Impact of Faculty Learning from and with Colleagues?

The Faculty Professional Development Program organizes and conducts offerings aimed at engaging faculty in focused conversations about designing teaching and learning experiences to contribute to a “teaching commons” at Northern Arizona University. We support departmental, school, and college initiatives and seek to promote NAU’s strategic goals, including a pedagogical emphasis on learning-centeredness.

Methods

The professional literature suggests five levels of evaluation for faculty development programs. The Faculty Professional Development Program resource session participation was tracked through registration and attendance. Following the sessions, participants were provided with a link to anonymous online evaluations with six Likert-scale items and three open-ended questions. A brief year-end survey will be sent to all participants in the 2013-14 resource sessions to further assess the systemic impact of the year’s programs.

Conclusions & Implications

The analysis of survey results will inform how to strengthen offerings for 2014-15.

217 participants across all ranks

What did participants identify as direct outcomes?

- Insight: "As I work with international students, this training will allow me to be more aware of their values and customs.
- Insight: "I will have more conversations with my students about the learning process and also how I will help my students reflect on their experiences.
- Insight: "The topics addressed during the sessions will be useful to me in my work.

Level 1: Participation

217 participants

Level 2: Satisfaction

Strongly Agree

Strongly Disagree

Agree

Disagree

Neutral

Level 3: Learning: What was gained?

- Insight: "I see these different mindsets either festering or growing in my students. The session brought my attention to my own fixed mindset.
- Insight: "Sometimes I feel inspired during the workshop, but by the time I get back to my office I have to drop everything to work on something urgent or run off to my next appointment. I liked having the chance to write things down in one place and summarize my thoughts.
- Insight: "I would like to apply some of the ideas to make the courses more relevant to our students.
- Insight: "Try a variety of the strategies shared and assess how they went with students in different courses to expand my assessment toolkit.

Level 4: Application

- Insight: "I see these different mindsets either festering or growing in my students. The session brought my attention to my own fixed mindset.
- Insight: "I will be looking more critically at my own rubric development to make sure all are clear, concise and consistent.

Level 5: Systemic Impact: What did participants identify as direct outcomes?

- Insight: "As I work with international students, this training will allow me to be more aware of their values and customs.
- Insight: "I will have more conversations with my students about the learning process and how I will help my students reflect on their experiences.
- Insight: "The topics addressed during the sessions will be useful to me in my work.

Session Topics

- Getting to know our students (25%)
- Design (19%)
- Assessment (19%)
- Pedagogy (19%)
- Professional Development (13%)
- Classroom Management (6%)

College/Area Participation

- CEFNS (25%)
- CAL (19%)
- FCB (19%)
- UC (19%)
- Other dept. (12%)
- COE (6%)
- Student Affairs (6%)
- SBS (6%)
- Other (6%)
- Non-NAU visitor (6%)
- Cline Library (6%)
- HHS (5%)

2013-2014 Faculty Professional Development Program Sessions

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