Strategic Plan for Faculty Development

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Faculty Development Advisory Committee
2002 - 2003

Texas A&M University-Corpus Christi
The Island University
goals. In the process, they have created a statement of the University’s vision for our future. To fulfill the vision and mission and to meet a number of the University’s new goals (see page 6), the University must provide for ongoing faculty development. If our faculty are to continue to be effective in their teaching, scholarship, and service, they must continue to learn. Ongoing faculty development must be part of the academic culture, integrated with other faculty expectations and translated into faculty practices.

Closing the Gaps

Even if our institution had not recognized the need for significant and systematic faculty development, the impetus would have come from the State of Texas in its “Closing the Gaps” mandate to all public higher education institutions:

**Closing the Gaps Goals**

**Goal 1:** Close the Gaps in College and University Participation Rates across Texas, with emphasis on those students who are underrepresented.

**Goal 2:** Close the Gaps in Success by increasing by 50% the number of degrees, certificates and other identifiable student successes.

**Goal 3:** Close the Gaps in Excellence, by substantially increasing the number of nationally recognized programs or services.

**Goal 4:** Close the Gaps in Research, by increasing the level of federal funding for science research.

Texas Higher Education Coordinating Board, 2001

To meet those challenges, faculty must help increase the participation and success of students from groups traditionally underrepresented in higher education. In our teaching roles, we must continue to develop ways to improve student success so that more students attain degrees while meeting and exceeding high standards. In our scholarly roles, we must expand the number of nationally recognized programs to attract talented students and increase the amount of funding for research that contributes to these goals. In our service roles, we must help the University become more proactive in outreach activities that encourage and prepare pre-college students to enter college programs.

Getting from here to there

**Faculty Renaissance Center (FRC)**

We propose a new resource for faculty—The Faculty Renaissance Center—whose purpose will be to promote and support lifelong learning and continual professional growth and development of the faculty at Texas A&M University-Corpus Christi. The Center will play a key role in creating a campus culture that values and acknowledges the contributions of faculty in the areas of teaching, scholarship and service.

- The Center will lead the University community in creating and coordinating faculty development and will act as a
repository and resource for faculty to learn about, benefit from, and participate in formal and informal professional development activities across the campus and beyond.

- The Center will coordinate and provide programs, activities, and resources that help faculty identify and achieve their professional goals in teaching, scholarship, and service.

- The Center will foster a campus culture that acknowledges and values faculty and their ongoing growth and development as teachers, scholars, and active members of the campus and the local community.

The Center will be a stable, central site for faculty development and support, regardless of the turnover in departmental, college, or University leadership, enhancing current faculty development initiatives at the University. The Center will coordinate and support campus involvement in projects offered by foundations, associations, and federal agencies. It will train faculty in innovative tools and teaching/research methods for accomplishing their individual goals. And it will help faculty align their goals with institutional goals.

To provide these services and resources at the departmental or college level will be cost prohibitive. But a Center that relies on a University infrastructure of support staff and space can offer and coordinate services and resources effectively and affordably. The FRC will be most effective if its mission and goals align with those of the University and if the Center's goals are translated into clear outcomes that can be assessed.

The following sections include graphic representations of
- the goals for the FRC
- the connections between the FRC's purpose and goals and the University's mission and goals
- details for each of the five FRC Goals, including specific objectives, proposed outcomes, and possible methods of assessment
- an organization chart
- a timeline for implementing this plan.

### Faculty Renaissance Center Goals

**Goal #1:** Continuous improvement of teaching and learning.

**Goal #2:** An environment that increases quality and quantity of faculty scholarly and research activities.

**Goal #3:** An environment that accommodates faculty involved with ongoing leadership and service activities, and encourages new and creative service activities.

**Goal #4:** A communication center and repository for information about all University activities related to faculty development.

**Goal #5:** A collegial environment in which new and existing faculty can grow harmoniously.