Office of the Senior Vice-President and Provost

Professional Development and Career Advancement for lecturers/senior lecturers, clinicians/senior clinicians, & adjunct faculty

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Ice breaker – get to know each other and engage in presentation

- Introduce yourself with one adjective
- Write down on a post-it one question you have about professional development at ISU

Value of professional development

- Why is professional development important?
  - Keep disciplinary expertise fresh
  - Enhance teaching abilities, knowledge
  - Networking opportunities
  - Career advancement
  - More?

Value of mentoring

- Formal and/or informal mentoring
- What does your department offer?
- NCFDD (www.facultydiversity.org)
  - Monday Motivator
  - Monthly tele-workshops
- Informal peer mentoring ideas:
  - Writing accountability groups
  - Reading groups

Advancement Review

- Advancement policy: Faculty Handbook 5.4.1
- After 6 years or 12 semesters at ISU, part-time or full time
- Peer-review process
- Follows department criteria and guidelines:
  - Quality of performance
  - Continuing need of unit
  - Candidate submits portfolio, supporting materials
  - Based on PRS

Advancement Review

- Department review and recommendation
- College review and recommendation
- Provost makes final decision
- If advanced to senior lecturer/clinician:
  - salary increment
  - multi-year contract
Career development:
Institutional opportunities

- Multiple opportunities to become involved in department, college, university activities/service
- Curriculum development
- Faculty governance
- Student activities/organizations
- University-wide committees

Career development:
Student enhancement activities

- Study abroad
- Service-learning
- Learning communities
- Student organizations
- Academic advising

Career development:
External opportunities

- Membership in professional organizations
- Leadership role in committees and in professional organizations
- Disciplinary organizations, boards
- Community engagement/outreach
- Presentations at conferences

Awards and recognitions

- Peer recognition of accomplishment
- Departmental, college, university awards
- ISU Award for Outstanding Achievement in Teaching
  - For senior lecturers/clinicians/adjuncts w/ >5 years at ISU and >10 years teaching
- ISU Award for Early Achievement in Teaching
  - For lecturers/clinicians/adjuncts in first 6 years of teaching and 2-6 years at ISU
- Achievement in Academic Advising

Professional development funds

- Sponsored by Provost Office
- Each year up to 20 awards of $500 each plus matching funds (department, college)
- Supports participation in conference, workshop, training
- Eligibility: at least 3 years or 6 semester at ISU as lecturer/clinician/adjunct faculty
- Two deadlines: June 1 and December 1
- Application form on provost.iastate.edu

Your questions
Center for Excellence in Learning and Teaching

- **Professional Development Programming**
  - Low engagement
  - Medium engagement
  - High engagement
  - Funding Opportunities

Center for Excellence in Learning and Teaching

- **Professional Development**
  - (CELT) [http://www.celt.iastate.edu](http://www.celt.iastate.edu)
  - University Teaching Seminar for new faculty and TAs
  - Team-based learning Teaching and Learning Circle and Faculty Learning Community
  - Service-learning Teaching and Learning Circle and Faculty Learning Community

Center for Excellence in Learning and Teaching

- **Academic Year Programming**
  - Game-based learning
  - Effective questioning skills (large classes)
  - Blended and hybrid course development
  - Chinese students in American classrooms
  - Instructional technologies
    - Blackboard
    - Clickers

Center for Excellence in Learning and Teaching

- **SoTL Scholars program**
  - The Scholarship of Teaching and Learning
    - Systematically investigate questions related to student learning
  - Mentored by Associate CELT Director Sara Marcketti
  - **Due date:** April 2015
  - [http://www.celt.iastate.edu/sotl/sotl-scholars.html](http://www.celt.iastate.edu/sotl/sotl-scholars.html)

Center for Excellence in Learning and Teaching

- **Miller Faculty Fellowship Grants**
  - Undergraduate or professional course development grants
  - This year maximum $15,000 per grant
  - 2 page proposal
  - Form on CELT Website
  - [http://www.celt.iastate.edu/grants_awards/fellowships/miller/homepage.html](http://www.celt.iastate.edu/grants_awards/fellowships/miller/homepage.html)

Center for Excellence in Learning and Teaching

- **Online professional development resources**
  - National Center for Faculty Development and Diversity [NCFDD] (www.facultydiversity.org)
  - Virtual mentoring resources, teleworkshops
  - Calendar of professional development events
  - Professional development funds – information and application form
  - Faculty Handbook excerpts
  - Information on Student Services and much more
    [https://www-provost.sws.iastate.edu/help/professional-development/Lecturers](https://www-provost.sws.iastate.edu/help/professional-development/Lecturers)
Questions and feedback

• Questions?
• Suggestions?
• Please complete online survey to provide feedback!