

Developing a Plan for First-Year Seminar Professional Development

37th Annual Conference on the First-Year Experience-2018

What professional development activities are currently being offered for your FYE instructors or program?	What professional development activities can be implemented within the next 6-12 months that would immediately increase the instructional experience of your FYS?	What professional development activities can be implemented beyond 12 months that would ultimately increase the quality of your program?
What resources are needed to implement the proposed activities above?		

Developing a Plan for First-Year Seminar Professional Development

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Pre-Reflection

- What professional development activities are currently being offered for your FYE instructors or program?

What's in the literature?

- Full-time, tenure or tenure track faculty vs. part-time faculty
 - Research indicates student success is about instructor availability and accessibility
- Pedagogy impacts student success
- Learning communities, active learning, high expectations
- Expanding faculty skill-sets
- Why does this matter?

TWU First-Year Seminar Overview

- **UNIV 1231: Learning Frameworks**
 - Core Curriculum
 - High Impact Practice
 - Required for all FTIC and Transfer students (12 or less transfer hours)
 - Learning Outcomes
 - Evaluate research and theories of learning that impact learning and lead to development of effective learning strategies.
 - Develop strategies for reading, questioning, and conducting academic inquiry.
 - Apply knowledge of learning theory to development of personal effective learning strategies.
 - Integrate tenets of academic integrity in oral and written works.
- Critical Elements
 - Common assignments, standardized rubrics
 - In class peer assistants
 - Technology integration
 - Student resource referrals and advising
 - Early Alert
 - Out of class first-year programming

Who are FYS Instructors?

- 2014-2017
- 112 Total FYE Faculty
- Credential Level
 - 1 Bachelors
 - 78 Masters
 - 33 Doctorate
- Employee Classification
 - 59 Staff
 - 10 Administrator (3 Faculty)
 - 15 Graduate Assistant/Teaching Assistant
 - 29 Faculty
- Academic Years Taught
 - 66 One Year Taught
 - 26 Two Years Taught
 - 8 Three Years Taught
 - 10 Four Years Taught
- Consecutive Years Taught
 - 68 One Year Taught
 - 27 Two Consecutive Years Taught
 - 7 Three Consecutive Years Taught
 - 10 Four Consecutive Years Taught

TWU FYE ProDevo Activities

- **Required Faculty Training**
 - Typically scheduled early August
 - Full day for first time instructors
 - Half day for returning instructors
 - Includes breakfast and lunch
 - Active engagement
 - Mirror instruction styles
 - Guest speakers
 - Includes prep time
- **Example Training Schedule**
 - Welcome and Introductions
 - The Collegiate Experience
 - The TWU Experience
 - Break
 - What's Your Teaching Philosophy?
 - Active Engagement in the Classroom
 - Lunch
 - Breakout-LLC & General FTIC
 - UNIV 1231 Instructor Expectations
 - Break and Relocate to ASB 211
 - UNIV 1231 Syllabus and Curriculum Review
 - Course Preparation

TWU FYE ProDevo Activities

•Brown Bag Lunches

- Scheduled during first half of term
- Highly encouraged
- 45 minutes maximum
- Bring your own lunch
- Includes quick in-person updates and check-in to process highs/lows of class
- Review relevant FYE resources
- Guest speakers
- Opportunity for instructors to network

•Example BBL Dates and Topics

- August 31st
 - Student Health Services
 - Campus Clarity
 - Civility and Community Standards
 - Class engagement beyond week 2
- September 14th
 - Library Assignment
 - Student Planner
- September 21st
 - Early Alert
 - ANEC
- October 5th
 - Academic Advising
 - Spring Registration
 - Career Connections, Focus2Career

TWU FYE ProDevo Activities

- Ongoing articles on FYE, Transfer, and the undergraduate student experience
- Opportunities to represent Undergraduate Studies and FYE Program at campus events
- Mentoring of new FYE instructors
- Presentation opportunities on and off campus
- Advanced learning opportunities through the TWU Center for Faculty Excellence and Kennesaw State University
- FYE Advisory Board
- Curriculum review task force
- TWU Core Assessment Academy

Resources

- On-campus faculty and/or staff resource training centers
- Provost's Office
- Human Resources
- [Kennesaw State University Learning Communities Faculty Scholars Course](#)
- [University of South Carolina University 101 Programs](#)
- State and national conferences and workshops

Challenges

- Monetary challenges
- Scheduling challenges
- Attendance challenges
- Engagement challenges
- Instruction challenges
- Follow-through challenges

Future Plans

- Expanded training on learning frameworks, instruction styles, and active engagement in the classroom
- Training certificate for the first-year experience
- Focus groups on FYE and SYE ran by Learning Frameworks faculty
- FYE faculty becoming "experts" on FYE and learning frameworks
- Increase number of faculty FYE instructors
- Expanding research on the FYE as it relates to HIPS, retention, student engagement, and completion

Open Discussion

- What professional development activities do you currently offer for your FYE instructors or program?
- What internal or external resources do you utilize to prepare your FYE instructors?
- How can you maximize limited monetary resources to create a true professional development experience for FYE instructors?
- What, if any, pushback or feedback do you receive from your instructors on professional development?
- What other challenges do you face when planning or implementing professional development for FYE instructors?

Post-Reflection

- What professional development activities can be implemented within the next 6-12 months that would immediately increase the instructional experience of your FYS?
- What professional development activities can be implemented beyond 12 months that would ultimately increase the quality of your program?
- What resources are needed to implement the proposed activities above?

Contact Information

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Please remember to submit your
evaluation on Guidebook!

<https://guidebook.com/g/fye18/>

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