

## Developing a Plan for First-Year Seminar Professional Development

37<sup>th</sup> 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?
<b>What resources are needed to implement the proposed activities above?</b>		

# 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 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 class discussion.
    - 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 Bachelor's
  - 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
  - 28-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 28<sup>th</sup>
  - Student Health Services
  - Campus Clarity
  - Civility and Community Standards
  - Class engagement beyond week 2
- September 14<sup>th</sup>
  - Library Assignment
  - Student Planner
- September 21<sup>st</sup>
  - Early Alert
  - AHEC
- October 5<sup>th</sup>
  - 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!

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