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

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

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<th>What professional development activities are currently being offered for your FYE instructors or program?</th>
<th>What professional development activities can be implemented within the next 6-12 months that would immediately increase the instructional experience of your FYS?</th>
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What resources are needed to implement the proposed activities above?
Developing a Plan for First-Year Seminar Professional Development

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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
  • 50 Staff
  • 10 Administrator (3 Faculty)
  • 55 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
  • 88 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

Pre-Reflection
• What professional development activities are currently being offered for your FYE instructors or program?
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 21st
  - Student Health Services
  - Campus Safety
  - cliffs and Community Standards
  - Class engagement beyond week 2
- September 18th
  - Library Assignments
  - Student Planner
  - September 21st
  - Early Alert
  - AHEC
- October 5th
  - Academic Advising
  - Spring Registration
  - Course Generation, Nexus/Career

- **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

**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

**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 FYE?
• 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/