



## Just in Time: Training that Works for FYE Instructors



Brooke Moore and Todd Stanislav  
Ferris State University  
Retention & Student Success

## About Us

Brooke Moore



Todd Stanislav



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## About You



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## About the University

- 14,000 students
- Big Rapids, MI
- 190 degree programs
- Founded 1898



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## About the FSUS Program

- Required 1 Credit Class (2002)

In Fall 2017

- 88 sections
- 61 instructors



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## Prior to 2015

### Status of Training

- Offered 1-2 times a year
- Limited opportunities
- Needed to gain support

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## Feedback From You

### Instructor survey:

- If yes: What did you learn?
- If no: What would you hope to learn?



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## Survey

- Interests
- Training needs
- Types of questions
- Timing



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For the following course objectives, please rate how comfortable you are teaching each topic:

Campus resources  
Learning strategies  
Wellness  
Time management  
Diversity  
Academic advising  
Academic integrity  
Financial awareness  
University's mission and core values

For the following course objectives, please rate how comfortable you are teaching each topic:

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## Training Design

- Connected to objectives
- Mirror the students' experience
- Active learning
- Classroom materials

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Tips

- Implement later in the semester
- Model each part of the lesson first
- Expect harsh language
- Expect to have to define some characteristics
- Expect to learn some new terminology

ANGELA ROMAN  
CLACS Director  
& Coordinator of the Experiential Center

Teaching Diversity in FSUS: An Activity That Works

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Preparation

- Seating – best if in one circle
- Video
- Reflection questions
- ½ sheets of paper

Optional: Powerpoint or white board to write the questions on

**ANGELA ROMAN**  
CLACS Director & Coordinator of the Leadership Center

Teaching Diversity in FSUS: An Activity That Works

Click on Link

<https://youtu.be/u6IU2kQVjW4>

Extended Learning

- Reflection Journal \*required
  - What are your reactions to our classroom discussion regarding stereotypes?
  - What do you feel is the difference between diversity and inclusivity?
  - Has there been any time on campus that you have felt something was not inclusive? If so, tell me about it.
- Optional:
  - Museum information
  - Ferris Videos - Many face of Ferris, The New Normal
  - Ferris Student Policies – dignity, harassment, mission, values
  - Students create their own box and bring to class.

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CLACS Director & Coordinator of the Leadership Center

Teaching Diversity in FSUS: An Activity That Works

## Professional Development Opportunities For FSU Seminar Instructors

All training begins at 11 AM on Thursdays in FLITE 214 (unless otherwise indicated). Refreshments will be provided.

Tuesday, September 12th (FLITE 135)  
Habits to Live By: Helping Students Understand the Best Habits for Wellness  
~ Chris Westerkamp

Thursday, September 28th  
Microaggressions: Taking the Hurt Out of the Classroom  
~ Kemi Fadayomi & Todd Stanislav

Thursday, October 5th  
If You're Happy and You Know It CLACS Your Hands!  
~ CLACS Staff

Thursday, October 26th  
Teaching Diversity in FSUS: An Activity That Works  
~ Angie Roman

Take advantage of these just in time training opportunities

**2017**

## Professional Development Opportunities For FSU Seminar Instructors Spring 2018

**Thursdays 11AM**

<b>January 25th</b> FLITE 135	Know The Code	Kaitlin Zies Nick Campau
<b>February 1st</b> FLITE 133	Campus Reality: A Financial Awareness Activity	Danyelle Gregory
<b>February 8th</b> FLITE 214	Financial Awareness: What Students Need to Know	Melanie Mulder
<b>February 15th</b> FLITE 133	Teaching Core Values in FSUS	Amie Calhoun
<b>March 15th</b> FLITE 135	Make It Stick: FSUS Instructor Panel	Facilitator Dave Schrock

## Marketing

- Flyers - themes
- Outlook invitations
- 50 Minutes @ 11 AM
- Professional Development Incentive
- Viewable video
- Academic calendar

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## Reflections

### How might you use the content?

*The handout provided is especially helpful to use to interrupt microaggressions in the classroom.*

*I will stress the importance of sleep for learning and memory during the time management session.*

*Great tools to use to talk with students during this session of class.*

*An excellent list of example assignments I will use.*



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## Additional Comments

*Thank you for sharing. I love seeing what other instructors are doing.*

*Very helpful. I definitely learned lots of new things that will help me as an FSUS 100 instructor and advisor.*

*Very important information with a lot of depth – too much for 50 minutes.*



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## Results

<u>Year</u>	<u>Training Hours*</u>	<u>PDIs</u>
2014-15	0	0
2015-16	81	0
2016-17	153 (98)	3
2017-18 (to date)	93	TBD

\*1 hour = 1 participant engaging in 1 hour of training

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## Survey Results

### “Materials Were Useful”

<u>Year</u>	<u>% Satisfied*</u>
2015	97% (100%)
2016	86% (99%)
2017	In progress

\* Percentage in yellow represents all respondents minus those who indicated “not applicable” or didn’t respond

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## Thoughts & Questions

What part of this training could work for your institution?



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## Thoughts & Questions

What part of this training could work for your institution?

What instructor training topics or formats have been effective for you?



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**Thank you!**

Please remember to submit your  
evaluation on Guidebook!

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

#FYE18

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**Ferris State University Seminar (FSUS)  
End-of-Semester Instructor Survey 2017**

1. We are looking into the possibility of creating a book discussion group for FSUS instructors and Advisory Committee members during the Spring semester. Below are some of the book titles we are considering. Please check which book you are most interested in or add your own title below.

- Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do
- Make It Stick: The Science of Successful Learning
- I am not interested in a book discussion
- Other [Click here to enter text.](#)

2. When teaching the financial objective for FSUS, how would you describe your instruction of this topic?

- |   |   |
|---|---|
| <input type="checkbox"/> I had a financial speaker come to my class             | <input type="checkbox"/> I created something new and instructed it myself       |
| <input type="checkbox"/> I had them attend Get Real and then discussed in class | <input type="checkbox"/> I did the <i>Get Real</i> activity in class            |
| <input type="checkbox"/> I used resources from FSUS and instructed it myself    | <input type="checkbox"/> We didn't get to it                                    |
|   | <input type="checkbox"/> Other <a href="#">Click or tap here to enter text.</a> |

3. Of the following course objectives, please rate how comfortable you are in teaching each topic:

1	2	3	4	5
Very Uncomfortable	Uncomfortable	Neither Uncomfortable nor Comfortable	Comfortable	Very Comfortable

- |   |   |
|---|---|
| a. Campus resources and technology <a href="#">Choose an item.</a>              | e. Diversity and inclusion <a href="#">Choose an item.</a>  |
| b. Learning strategies <a href="#">Choose an item.</a>                          | f. Academic advisor/advisee relationships and course registration <a href="#">Choose an item.</a> |
| c. Wellness issues, health, and safety <a href="#">Choose an item.</a>          | g. Financial awareness <a href="#">Choose an item.</a>  |
| d. Time management, and goal setting strategies <a href="#">Choose an item.</a> | h. University's mission, core values, and historical development <a href="#">Choose an item.</a>  |



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4. Of the speakers that you invited to speak to your class, which session were you and your class most satisfied with?

5. We have over sixty sections of FSUS that are using the FSUS Blackboard shell in their class. If you are not, can you please tell us why? (If you are using Blackboard, please check the first box.)

- I am using the FSUS Blackboard shell
- I don't have enough time to get Blackboard set up
- I don't understand how to use Blackboard (need assistance)
- The copy course procedure is confusing to me

- I don't like to use Blackboard
- I have my own Blackboard course I am happy with
- I didn't know how to get access to Blackboard
- I didn't know a Blackboard shell existed
- Other [Click or tap here to enter text.](#)

6. To communicate with instructors, a weekly INFOMAIL is sent out during the Fall semester. Please check all that apply.

- Once a week is an appropriate amount of communication
- Once a week is not enough
- Once a week is too much

- I find the updates to be helpful
- I generally already know the information that is sent
- Other [Click or tap here to enter text.](#)



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TITLE	PRESENTER	POSTED	VIEWS
<a href="#">Active Shooter</a>	Bruce Borkovich	Oct 11, 2016	53
<a href="#">Advising with MyDegree: Planner</a>	Amy Buse	Feb 26, 2016	66
<a href="#">Advising with MyDegree: Worksheet</a>	Amy Buse	Nov 4, 2016	26
<a href="#">Blackboard Shell Orientation</a>	Mary Holmes and Brooke Moore	Feb 17, 2015	63
<a href="#">Blackboard Training – Adapting the Course Shell</a>	Jackie Hughes	Apr 13, 2015	22
<a href="#">Center for Leadership &amp; Career Services Resources</a>	Angie Roman	Oct 6, 2017	5
<a href="#">Conflict Resolution &amp; Student Conduct</a>	Julie Rowan	Mar 11, 2016	16
<a href="#">Diversity</a>	Brooke Moore	Jun 22, 2015	56
<a href="#">Financial Awareness</a>	Melanie Mulder	Dec 8, 2015	31
<a href="#">Get Real! Financial Awareness Class Demo</a>	Nick Campau	Dec 8, 2015	42
<a href="#">Goal Setting</a>	Jody Maloney	Apr 13, 2015	112
<a href="#">Learn the Secret Handshake</a>	Michele Albright and Katie Nimtzt	Feb 9, 2017	14
<a href="#">Make It Stick</a>	Brooke Moore	Sep 1, 2016	33
<a href="#">Microaggressions 101: An Introduction to Recognize &amp; Interrupt</a>	Kaylee Moreno	Oct 13, 2017	5
<a href="#">Microaggressions: Taking the Hurt Out of the Classroom</a>	Kemi Fadayomi and Todd Stanislav	Oct 2, 2017	12
<a href="#">PILOT Library Tutorial</a>	Kristy Motz and Mari Kermit-Canfield	Apr 20, 2016	16
<a href="#">Responsible Employee Presentation</a>	Kevin Carmody	Sep 14, 2016	42
<a href="#">Staying Healthy In College</a>	Elisa Cotter and Candace Price	Sep 1, 2016	16
<a href="#">Study &amp; Test Taking Skills</a>	Julie Alexander	Dec 8, 2015	146
<a href="#">Study Strategies</a>	Brooke Moore and Dave Schrock	Apr 21, 2016	66
<a href="#">Teaching Diversity in FSUS: An Activity That Works</a>	Angie Roman	Oct 27, 2017	10
<a href="#">Time Management</a>	Susan McNamara	Feb 16, 2015	123
<a href="#">Wellness Habits to Live By</a>	Chris Westerkamp	Sep 13, 2017	13
<a href="#">Wellness Jeopardy</a>	Kim Ducat	Dec 8, 2015	48
<a href="#">Wellness &amp; Managing Stress</a>	Jody Maloney	Apr 19, 2016	64

The videos are from professional development sessions for FSUS instructors that were offered between 2015 and 2017. They are available here: <https://ferris.edu/HTMLS/colleges/university/fsus/training/index.htm>.



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This workshop was designed to provide instructors with an activity to use in their FSUS class and process for debriefing. Please tell us how you would rate the following:

Criteria	Not at all satisfied	Somewhat unsatisfied	Satisfied	Very satisfied	Not applicable
Session was relevant to my interest(s)					
Length of the session was sufficient					
Content was well organized					
Participation was encouraged					
Materials were, or will be, useful					
Overall quality of the session					

For any of the items above that you rated less than "satisfied", please comment:

Additional comments:

