C. Outcomes/Results of Goals

1. Junior Faculty Task Force Report dissemination

   - Junior Faculty Task Force Report Completed – June, 2007
   - Administrative Council Meeting – September, 2007
   - Chairs' Meeting – October, 2007
   - Town Hall Meeting – December, 2007

2. Respond to Junior Faculty Task Force Report recommendations [see Table 6 in the Data Appendix]

   The recommendations are organized into four main categories, with multiple recommendations under each category: (1) professional support for junior faculty members; (2) tenure and promotion/annual review process; (3) teaching, service, and workload balance; and (4) overall academic/administrative environment. The recommendations are listed in Table 6 in the Data Appendix, along with progress on responses to these recommendations. At this point, a number of actions have been taken in response to these recommendations:

   a. **Junior Faculty Teaching Excellence Award** – This award was inaugurated in spring, 2008. Two junior faculty teaching excellence awards ($7,500) were awarded in March, 2008. The awardees are:

      - Dr. Stephanie Luster-Teasley, College of Engineering
      - Dr. Kenrett Jefferson-Moore, School of Agriculture and Environmental Science.

   b. **Faculty Development Research Grants** (course-release and summer pay) – Each dean is provided $15,000 annually to distribute among junior faculty members to support research and scholarly activity. Faculty members are selected by competitive proposal process within each school/college and are expected to produce a manuscript, research proposal, or other scholarly work at conclusion of grant period.

   c. **NSF PAID Proposal** – This is a collaborative grant proposal with Georgia Tech University that would provide additional release time for junior faculty women in STEM disciplines in addition to a series of professional development workshops. See section IV.B.1 for additional information.

   d. **Mentoring Workshops for Senior Faculty/Administrators and Junior Faculty Members** – Dr. Carol Mullen led two separate workshops on successful mentoring program structures for senior faculty/administrators and junior faculty members in May, 2008.

In addition, planning has begun on a number of other responses, including the development of a comprehensive mentoring program, expanded junior faculty development opportunities, new faculty hiring packages, department chair professional development, upgrades of classroom technology, and expanded support for students with under-prepared academic skills coming into college.

3. Wabash National Study of Liberal Arts Education – assessment of NC A&T student learning (fall 2007 freshman).

   Drs. Karen Hornsby and Scott Simkins are leading NCAT's participation in this national longitudinal study, which assesses student learning in a variety of areas (critical thinking, writing, moral reasoning) and seeks to better understand the conditions that matter for promoting student learning. In fall, 2007, 720 freshman students completed all Wabash assessments; in spring, 2008, 315 of these students completed a second set of Wabash assessments. Value-added analysis is being completed in summer, 2008, with results to follow in fall, 2008. The Wabash Team (+ two Teagle Scholars) visited in April, 2008 to share results of the fall, 2007 Wabash assessment at NCAT.

4. UNC-Tomorrow Response Team leadership

   Chair of the Changes in Internal Policies and Processes Workgroup and member of the UNC Tomorrow Response Team responsible for drafting comprehensive NCAT UNC Tomorrow Response. Work will continue through December, 2008.

5. SACS Steering Committee leadership

   Chair of the SACS Subcommittee on Mission, Governance, and Administration and member of the SACS Steering Committee. Responsible for drafting compliance certification responses for a number of SACS Principles. There are five members on this subcommittee. Work will continue throughout the 2008-2009 academic year.

6. Promote successful ATL activities

   a. **Faculty Development Grant Program** (Title III Funds) [See Tables 4 and 5 in the Data Appendix]

      ATL Faculty Development Grant award activity for 2006-2007 is summarized in Table 4 in the Data Appendix. A total of $66,056 was awarded to support 62 awards for travel to conferences and meetings with the aim of increasing professional knowledge and teaching skills.

The College of Arts and Sciences received just under one-third of the Faculty Development Grant funds awarded, with the School of Education following close behind. The average award was $1065.43, which was approximately 70% of the amount requested by faculty members. This is the stated policy for Faculty Development Grants, as posted on the ATL web site. Departments and Schools/Colleges are expected to cover the difference between Faculty Development Grant award amounts and actual travel costs.

Additional funds ($28,315) were used to support: (1) library staff professional development, (2) faculty participation in the Lilly-Greensboro Conference on College Teaching and the NCSU Undergraduate Assessment Conference (for presenters only), (3) honoraria and travel expenses for external workshop presenters, and (4) CASTL Institutional Leadership Group travel. See Table 5 in the Data Appendix for details.

A small State fund supported international travel for four faculty members ($7,956)

b. **New Faculty Orientation Series (Opening Day Breakfast/Welcome and New Faculty Lunch Series** [see Tables 1 and 1a in Data Appendix]

Over 50 new faculty members participated in the August, 2007 Opening Day New Faculty Orientation Kickoff/Breakfast

Twelve New Faculty Lunch Series sessions were held during 2007-2008, covering a broad array of topics related to new faculty issues. Average attendance per session was approximately 14, but session attendance ranged from 5 to 25. The sessions were attended by 57 unique faculty members, with 6 attending six or more of the sessions and 29 attending two or fewer. See Tables 1 and 1a in the Data Appendix for the full schedule, including dates, topics, and attendance figures.

c. **Faculty Development Workshops and Summer Teaching Institute** [see Tables 2 and 3 in Data Appendix]

The ATL sponsored 13 teaching/learning workshops during 2007-2008, seven of which were led by regional/national experts on their topic. A full list of workshop topics, dates, and presenters is provided in Tables 2 and 3 in the Data Appendix. Attendance ranged from 5 to 28, with an average attendance of 14 per workshop. The 5th Annual Summer Teaching Institute attracted approximately 100 attendees, about a third from institutions beyond NCAT.

In addition, Scott Simkins led two-day workshop for University Studies Faculty and a half-day Graduate Teaching Assistant Workshop in August, 2007.

7. Redesign NCAT Teaching Showcase

The ATL designed and led a **"Celebrating Teaching and Learning at A&T" Day** on March 31. The day included a teaching/learning workshop, a luncheon attended by approximately 45 people honoring past and current teaching award winners, including the new Junior Faculty Teaching Excellence Award, and a Teaching Showcase poster session that attracted eighteen posters by students and faculty members illustrating student learning activities that were carried out in classes. Interviews of poster presenters were videotaped and will be made available on YouTube.com.

8. Continue ATL director professional development

See the summary of activities in section IV.B. The director was the PI or co-PI on three external grant proposals totaling $1.27 million, has three manuscripts/books in progress, and made thirteen conference presentations during 2007-2008.

9. Initiate CASTL activities with NCAT faculty/students

Drs. Karen Hornsby and Scott Simkins are directing the **NCAT CASTL Institutional Leadership Program** team, which is made up of 26 faculty members and students. The team is split into two groups, one working on developing rubrics and sample student artifacts for the seventeen NCAT expected learning outcomes passed by the Faculty Senate in 2004 as part of the general education review/reform process, and the other working on a summary of currently available data on the student learning environment at NCAT, including previous NSSE and sophomore/senior surveys, the Collegiate Learning Assessment, and the Wabash National Study of Liberal Arts Education. A summary report will be completed in June, 2008.

10. Develop/implement department chair development program

This is still in the planning process, with initial department chair meetings held once per semester in 2007-2008 (directed by Lea Williams) and continued discussion with Provost on future program plans.

11. Collaborate with groups across the University (esp. Fac. Senate)

I spoke with Faculty Senate President Linda Callahan at the start of the 2007-2008 academic year about forming a Faculty Senate Committee on Student

Learning but there was no action taken on this. In April, 2008 I spoke with Faculty Senate Vice-President Craig Rhodes about the same topic. To be taken up again in fall, 2008.

12. Develop/implement faculty development database

   Deferred to summer, 2008

13. Develop/implement ATL Teaching and Learning weblog

   Deferred to summer, 2008

14. Extend faculty learning communities model

   Goal for 2008-2009 year; develop faculty learning community for junior faculty on cooperative learning and classroom assessment techniques.

15. Implement monthly "Teaching and Learning Matters" series

   Possible implementation in 2008-2009 school year.

16. Development of iTunes U

   iTunesU site available but not developed; transfer to DoIT to manage, oversee, and publicize.

17. Assess effectiveness of Faculty Development Grant program

   Assess impact of Faculty Development Program on curricular/course redesign and/or pedagogy innovations via faculty survey to past Faculty Development Awardees during 2008-2009 academic year.

D. Data Summary and Productivity Measures

The Data Appendix includes the following information:

ATL Goals, Explanations, Key Indicators, and Progress Toward Goals
Table 1:   New Faculty Lunch Series Attendance by School/College and Event
Table 1a: New Faculty Lunch Series Topics and Dates
Table 2:   ATL Workshop Attendance by School/College and Event
Table 3:   ATL Workshops Topics, Dates, and Presenters
Table 4:   Distribution of Faculty Development Grants by School/College
Table 5:   Additional Faculty Development Allocations
Table 6:   Junior Faculty Task Force Recommendations and Responses