

# ANNUAL REPORT 2022-23

## EXECUTIVE SUMMARY

### FACULTY FORMATION FOR STUDENT SUCCESS

“ The work of the Center for Faculty Development is a major support that makes SU an even more attractive employer. The support is real and I've seen the impact again and again. ”

The Center for Faculty Development (CFD) engages faculty holistically across the three areas of (1) learning and teaching, (2) research practice, and (3) professional development, reflecting Seattle University's Jesuit model of whole-person education. Grounded in evidence-informed practice and with focused attention to our context at SU, we provide spaces for faculty to connect, grow, verbalize, and discern. Following national ethical guidelines, our work with faculty is voluntary, formative, and confidential.

### 2022-23 CENTER ACTIVITY ACROSS ITS THREE BROAD AREAS



“ The Center for Faculty Development is an incredible resource for all faculty. Whether you are just starting your career, or you are a veteran, there are workshops, trainings, and consulting opportunities to help navigate all aspects of your work. ”

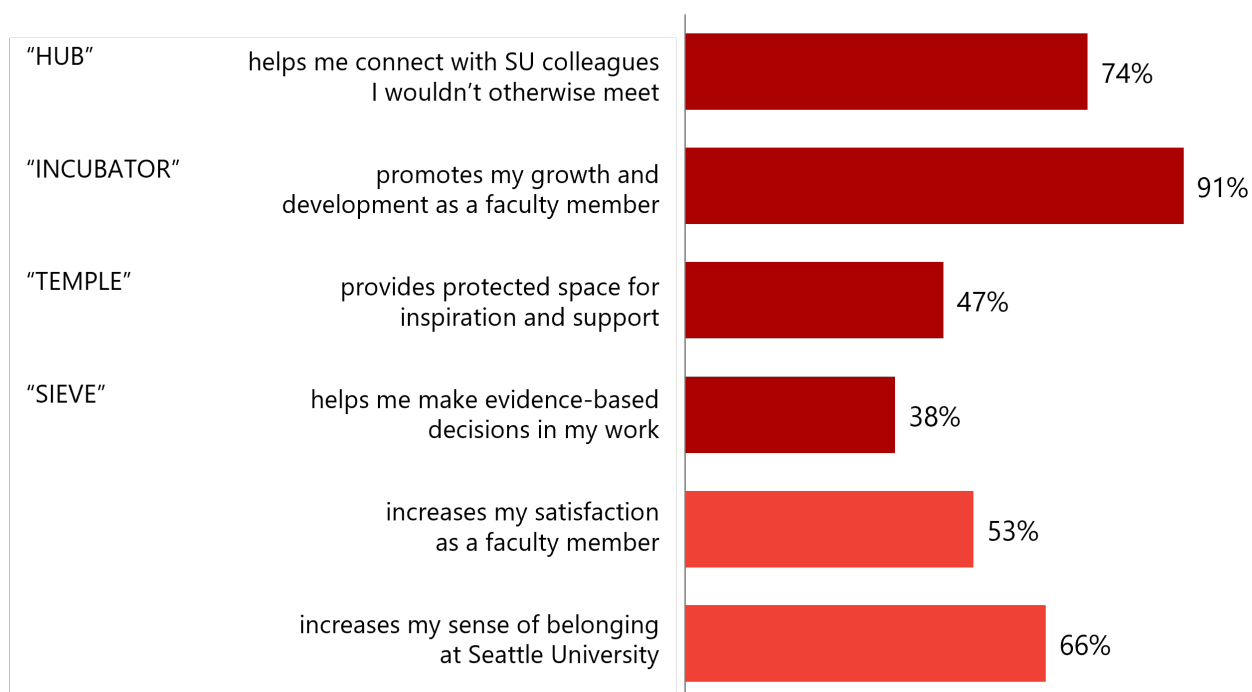
### 2022-23 ALIGNING WITH THE REIGNITED STRATEGIC DIRECTIONS

We've organized our programming to align with the five SU strategic goals pertaining to faculty:

<b>11</b> sessions	<b>23</b> sessions	<b>69</b> sessions	<b>19</b> sessions	<b>29</b> sessions
<b>FOUNDATION</b> Remain anchored in our Jesuit and Catholic character	<b>GOAL 1</b> Reimagine and revise our curriculum	<b>GOAL 2</b> Strengthen professional formation for all	<b>GOAL 3</b> Enhance the student experience	<b>GOAL 4</b> Promote inclusive excellence

## 2022–23 WHAT ROLES ARE WE PLAYING FOR FACULTY?

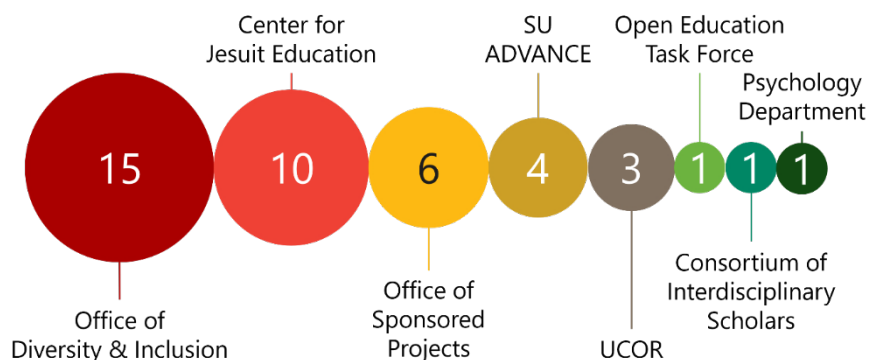
Using a framework from Stevens, Armstrong, and Arum (2008), we asked faculty in our annual survey to let us know which of four roles the Center plays for them: hub, incubator, temple, and sieve:



Here we see the Center particularly plays the role of "incubator" (91%), promoting individuals' growth and development, followed by "hub" (74%) – connecting colleagues across campus. In addition, two thirds of respondents say CFD boosts their sense of belonging at SU, while just over half say it increases their satisfaction as faculty.

## 2022–23 CONNECTING ACROSS CAMPUS

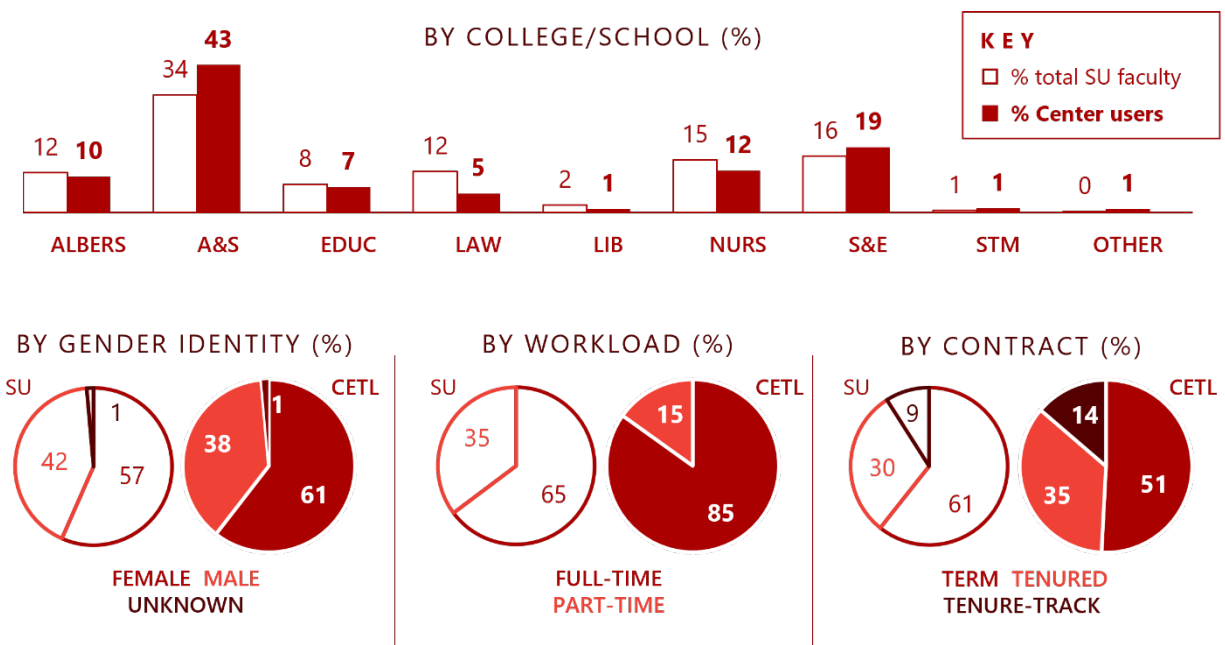
The Center continues to act as a boundary-spanner across campus; this year, we brought together colleagues from eight different areas of campus to connect with faculty in meaningful ways. The most notable of these partnerships have been with the Office of Diversity and Inclusion and the Center for Jesuit Education, involving not only co-sponsorship but also joint creation and facilitation of sessions.



## WHO WORKS WITH US?

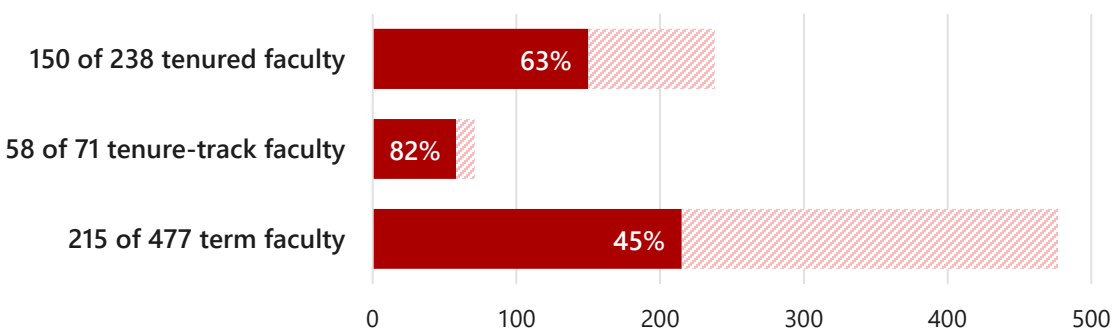
In 2022–23, CFD worked with 466 individuals, 423 of whom were faculty and librarians; these individuals comprise **53.8% of the university’s 786 faculty and librarians**. We also worked with 21 professors emeriti and 22 staff members/administrators who are not included in our statistics here. Figure 1 shows a percentage breakdown of the Center’s faculty users by college/school, gender identity, workload, and contract for 2022–23 (solid color) compared with the percentage breakdown for the entire faculty at Seattle University (outlined). Figure 2 shows the percentage of faculty we worked with for each contract type. Librarians are included among the term faculty numbers throughout this report.

**Figure 1. Center’s faculty users 2022–23 compared to total faculty at Seattle University**



Overall in 2022–23, we see proportional overrepresentation (by 5% or more) from the College of Arts and Sciences, full-time faculty, tenured and tenure-track faculty, with underrepresentation from the School of Law, part-time faculty, and term faculty. Law operates on a different calendar from the rest of campus and also offers its own discipline-specific development opportunities, so may partly explain these data. Part-time faculty, all of whom are also term faculty, also have greater limits on their availability to participate, so their underrepresentation here does not surprise us.

**Figure 2. Percentage of Center users from each faculty rank in 2022–23 (indicated in darker shade).**



## PROGRAMS & EVENTS: 2022–23 OVERVIEW

**Table 1. 2022–23 programs & events (abridged titles), linked to Reignited Strategic Directions (RSD) goals.**

Number of sessions in parentheses if more than one.

Foundation	Remaining anchored in our Jesuit & Catholic character	Goal 3	Enhance the student experience
Goal 1	Reimagine & revise our curriculum	Goal 4	Promote inclusive excellence
Goal 2	Strengthen professional formation for all	Goal 5	Reposition for growth
F	1 2 3 4 5		
LEARNING & TEACHING: WORKSHOPS			
F	1 2 3 4		Teaching in the Jesuit Tradition (2)
F	1 2 3 4		Ignatian Pedagogy Series: Inclusive Pedagogies (4)
	1 2 3 4		Microaggressions & classroom learning: Interventions, recognizing missteps, & time to practice (2)
F	1 2 3 4		Ignatian Pedagogy Series: Whole-Person Education (3)
	1 2 3		Small yet meaningful: Micro-strategies to enhance students' attention, motivation, and well-being
	1 2 3 4		Transparency in learning and teaching (TILT) (2) (for UCOR faculty)
	1 2 3 4		Transparency in learning and teaching (TILT) (for MATH faculty)
	1 2 3 4		TILT: Boost retention and belonging through minor adjustments (2)
	1 2 3 4		Open Educational Resources: Ensuring equitable student access to course material
RESEARCH PRACTICE: WORKSHOPS			
	2		The "personal intellectual project": Capturing, focusing, and (re)inventing your scholarly agenda (2)
RESEARCH PRACTICE: RECEPTIONS			
F	2		Some swings are misses: A celebration of risk-taking in the Academy
RESEARCH PRACTICE: LEARNING COMMUNITIES			
	2		<i>Sword</i> (2017). <i>Air &amp; Light &amp; Time &amp; Space: How successful academics write</i> (3)
RESEARCH PRACTICE: WRITING GROUPS			
	2		Faculty Writing Groups launch event (3)
PROFESSIONAL DEVELOPMENT: WORKSHOPS			
	1 2 3 4		Designing and delivering RRC workshops for faculty (for Provost Fellows)
	2		Faculty Leader Series: Leadership styles self-assessment
	2 4		Pathways and challenges toward promotion to full professor as a faculty of color
	2		Faculty Leader Series: Difficult Conversations: Communicating openly and honestly with confidence
	2		Writing workshop for faculty applying for promotion to full professor in 2023-24
	2 4		How to say No: Because 'just say no' isn't that helpful
PROFESSIONAL DEVELOPMENT: PANEL DISCUSSIONS, Q&A SESSIONS			
	2		Informational session for faculty applying for promotion to full professor in 2023-24
	2		Performance, work, and play in the university
	2		Your Holistic Faculty Development Plan and preparing for promotion and tenure
PROFESSIONAL DEVELOPMENT: LEARNING COMMUNITIES			
	1 2		Nordgren & Schonthal (2021). <i>The Human Element: Overcoming the resistance that awaits new ideas</i> (4)
	2		Pope-Ruark (2022). <i>Unraveling Faculty Burnout: Pathways to reckoning and renewal</i> (3)
PROFESSIONAL DEVELOPMENT: COMMUNITIES			
	2		Affinity group for faculty parents (9)
	2 4		Affinity group for tenure-track faculty of color (9)
	2		Chairs' Community of Practice (6)
NEW FACULTY INSTITUTE			
	2		An ounce of prevention: Advice from the Office of the University Counsel
	2		Thriving at SU as a term faculty member (open to past NFI term faculty participants)
	2		University Rank and Tenure panel (open to past NFI tenure-track faculty participants)
F	2		NFI Winter Reception