POD Network News

12-1995

POD Network News, December 1995

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From Shining Sea to Purple Mountains' Majesty

Lynn Sorenson, this year's conference program chair and next year's conference chair, has aptly pointed out that POD's conference is "moving from shining sea (Cape Cod) to purple mountains' majesty (Utah)." To help make that transition, we'd like to thank all those who made this year's conference a success: Larry Quinsland, who chaired it (and among other things, thought up the wonderful idea for the mission statement conference gifts); Lynn Sorenson, who served as program chair (and head pundit); the conference site team; the outstanding plenary session presenters (Stephen Brookfield and the research presentation by Marilla Svinicki, Bob Menges, and Ernie Pascarella were highlights for many); the educational expeditions leaders; the awards committees; the many folks who read conference proposals, presented sessions, evaluated the conference, and joined in that joyous dancing.

And for next year at Snowbird, Utah (to use more of Lynn's words), "You are going to be *dazzled!!* What a luxurious facility, beautiful setting, delicious lunch, and top-notch staff!" Fresh back from a visit, she noted that "The valleys were still in full autumn color and the mountains were 'powder sugar sprinkled' with white; it was absolutely gorgeous!" The conference is planned for October 16-20, 1996. As for conference program, headed by Ed Jensen, plans are to continue the administrator's track, add organizational development and instructional technology tracks and follow other suggestions that emerge from the evaluations. The call for session proposals will go out in January. Ed thanks all those who volunteered to read them. And the cycle begins again...

Celebrations

Saturday evening at the conference was a time for celebrations. We celebrated all programs, especially those programs that have been in existence for as long or longer than POD's twenty years. A copy of the information we gathered on program history (with a few late-breaking additions) is enclosed with this newsletter.

Bob Diamond, Assistant Vice Chancellor and Director of the Center for Instructional Development of Syracuse University was named the recipient of the Bob Pierleoni Spirit of POD Award, awarded occasionally to those members whose contributions exemplify the spirit of collaboration, caring, and innovation that characterizes the organization.

In the Bright Idea Award Program, Sally Kuhlenschmidt of Western Kentucky University was awarded the hand-made Tiffany lamp for her submission. Her idea involved compiling highlights of workshops by asking attendees to identify the best ideas they encountered, then making these available on bookmark flyers or in the teaching newsletter for the benefit of those who could not attend and for the reinforcement of those who could.

The other Bright Idea recipients (candles) were: Erin Porter, University of Texas, Austin, for an organizational development idea; Georgeanne Cooper of the University of Oregon for a workshop idea; and Jackie Mintz of the University of California, Berkeley, for an idea on teaching strategies.

Bright Idea submissions are still being solicited for the booklet that is published following the conference. Chairperson Barbara Millis urges, "The Bright Idea Booklet urgently needs more fuel. In many of the sessions, members mentioned creative ideas that deserve to be captured for prosperity and replication. Many of those unable to come to the conference also have insights and ideas to share." See the enclosure for details.

The Bright Idea Award committee consists of Barbara Millis, Chairperson; Jim Greenberg, Carol Weiss, Beverly Black, Merlene Moody-Dwinell, and Liz Miller. The Spirit of POD committee consists of Karron Lewis, Chairperson; Marilla Svinicki, Ron Smith, Del Wright, Dee Fink, and Linc. Fisch. Thanks to both committees for their work.

Core Committee Report

In a break with the past, the Core Committee engaged in small group work, brainstorming, and other activities to conduct business. (Nothing like practicing what you preach!) Given the growing size and complexity of POD, the Core Committee agreed that it will increasingly need to rely on the committee structure to make practical decisions and get the work of POD done. Three broad issues occupied the bulk of

the meeting time: how to get the work of POD done; what POD can do to support programs having difficulties; and what financial policies should guide our planning.

Suggestions for a POD home page on the World Wide Web, ideas for upcoming conference locations, changes to the wording of policy statements, and ideas on our publications and programs resulted from the meeting. A copy of the minutes can be obtained from David Graf, Manager of Administrative Services. Hopefully, the minutes and other items will soon be on our Web page as well.

Finally, the Nominations Committee announced that Eric Kristensen, Director of Faculty and Instructional Development at Berklee College of Music, will become President Elect of POD at the March Core Committee meeting when leadership transitions take place. As President Elect, he will oversee publications and conferences.

From the President

I noticed the sunset yesterday. The combination of lavender, pink, and aquamarine (where did that *green* come from?) led me to think that were I an artist who had done a realistic rendering, viewers of my work would see it as garish, perhaps unsophisticated, an artist's dramatized version of what surely was a more mundane scene. Wonderful issues of truth preoccupied me until the phone rang (a telephone solicitor), which quickly brought me back to the here-and-now.

This is the life most of us lead, fitting brief moments of reflection in between interruptions; more typically engaged in remembering to insert the enclosure into the letter or to put the dot before the "edu" than thinking about substantive things. I sometimes wonder, as a faculty developer, how much time I actually spend "developing" as opposed to budgeting, organizing, reporting, and filing. And how much time am I mesmerized by my routines, hustling to finish and perpetuate activities that in the end aren't very useful? It takes something like a snatch of sunset to really start me thinking these days. I hope there are more such occasions for me—and you.

Nancy Chism

To Improve the Academy

A wonderful new issue of *To Improve the Academy,* our annual sourcebook, was available at Sea Crest and to others by mail. Special thanks go to Editor Ed Neal, Associate Editor Laurie Richlin, and all the reviewers who worked so hard to put together this fine volume. See the enclosure for instructions on submitting work for the 1996 volume, to be edited by Laurie Richlin with Associate Editor Deborah DeZure.

An Opportunity for Future Conference Leadership

POD's Long Range Conference Planning Committee seeks people with energy and organizational skills to provide conference planning and coordination for the 1997 and 1998 conferences. Each conference offers the following three leadership opportunities: Conference Chair, Program Chair, and Preconference Program Coordinator.

The Conference Chair works closely with the Manager of Administrative Services and the Program Chair. The Conference Chair is responsible for conference budget planning and implementation as well as managing overall conference arrangements including relations with the facilities management, registration, audio-visual support, overall conference evaluation, entertainment, and off-site activities.

The Program Chair is responsible for all conference sessions and plenaries; recruiting and convening a conference program committee; generating the call for proposals; overseeing the review, notification, and session evaluation process; and working with the Preconference Program Coordinator and the Conference Chair.

The Preconference Program Coordinator works with the Program Chair to develop all preconference sessions and is responsible for recruiting and convening a preconference program committee, soliciting and reviewing proposals, and evaluating pre-conference sessions.

The committee recommends that, under ordinary circumstances, the Conference Chair will have served as a Program Chair previously or has other conference planning skills and experience. Conference expenses of the Chairs and Coordinator are paid by POD for the year that they are serving.

We are seeking candidates for these leadership positions for the 1997 and 1998 conferences. We also need recommendations for facilities for these conferences. The 1997 conference will be held in the southeastern U.S., and the 1998 conference is tentatively scheduled for the southwest or northwest. If you would like to work with these conferences or have ideas for sites, please write or call Eric Kristensen, Long Range Conference Planning Committee Chair, with your suggestions or offers by JANUARY 15, 1996. Eric's telephone is (617) 266-1400, x229 and e-mail is: ekristensen@it.berklee.edu.

Diversity Internship Grants

The Diversity Commission invites submission of proposals for the 1996-97 faculty/instructional development internship grant program. See enclosed for details. Last year's grants were awarded to the University of Michigan and the University of Southern Colorado.

Getting Involved

For those who asked at the conference how you might be active in committees, see the enclosure on becoming a member of the Core Committee. Core Committee members serve for three years and make a commitment to attend two meetings per year.

If serving as a Core Committee member is not for you, serving on a specific committee might be the answer. Here's a list of committee and task force chairs who can be contacted (see the POD directory for their addresses and phone numbers and the May POD Network News for a description of what each committee does):

Policy Committee: Nancy Chism
Membership Committee: Erin Porter
Diversity Commission: Christine Stanley
Finance Committee: Madelyn Healy
Publications Committee: Marilyn Leach
Long Range Conference Planning Committee: Eric Kristensen
Outreach Committee: Karron Lewis
AAHE Liaison: Karron Lewis
Teaching, Learning, and Technology Roundtables: David Graf
International Outreach: Karron Lewis
Regional Groups: Ernie Paskey
Grants Committee: Karron Lewis

Awards Committee: Karron Lewis
Spirit of POD: Karron Lewis
Bright Idea: Barbara Millis
Retiree Recognition: Joyce Lunde
Nominations and Elections: Karron Lewis
Professional Development: Jacqueline Mintz and Ron Smith*
    (*this one does not need new members at this time)

Web pages

New World Wide Web home pages on professional and organizational development:

- Center for Teaching Excellence, University of Toledo
  http://www.utoledo.edu/www/cte/cte.htm

- Faculty Development Services, Western Michigan University
  http://www.wmich.edu/facdev

- Teaching Effectiveness Program, University of Oregon
  http://darkwing.uoregon.edu/~als/tep/

- Faculty Development Program, Ithaca College
  http://www.ithaca.edu/orgs/facdev/facdev1/

- Faculty and TA Development, The Ohio State University
  http://www.acs.ohio-state.edu/education/ftad

- Center for Faculty Evaluation and Development, Kansas State University
  http://www.ksu.edu/dce/idea

Access a Web page containing list of exemplary faculty development program and course pages constructed by Susan Swords Steffen for a preconference workshop on Using the Internet as a Teaching and Learning Tool through this address:
    http://www.library.nwu.edu/workshop/steffen

HEPROC, a free Internet resource offering news, discussion opportunities, research services, interviews, archives, articles, outreach, resource directories, and other professional development tools to higher education worldwide, is sponsored by R&R Publishers, Inc. The address is
    http://pobox.com/heproc

Also see the Cyberspace Sampler on the LDS Business College page for professional development entries:

http://www.ldsbc.edu

Correction from last time: University of California at Santa Barbara

http://id-www.ucsb.edu/ID/home.html

POD Authors

Submitted for this newsletter:

Bowman, M. A. (1995). Benchmarks of successful faculty development: A call for discussion. *Journal of Staff, Program, & Organizational Development, 13:* 1, 31-34.

Crawley, A. (Winter, 1995). Editor of a special issue of *Innovative Higher Education, 20:*2 that includes the following articles written by teams containing POD members: Crawley, A. L. Senior faculty renewal at research universities: Implications for academic policy development; Kalivoda, P. Exemplary senior faculty at research universities: Their guiding principles for balancing teaching and research; Hubbard, G. & Atkins, S. The professor as a person: The role of faculty well-being in faculty development; and Norman, K. & Norman, J. Synergy of minority student persistence and faculty renewal.

Gainen, J., & Locatelli, P. (1995). *Assessment for the new curriculum: A guide for professional accounting programs.* Sarasota, FL: American Accounting Association and the Accounting Education Change Commission.

Gainen, J., & Willemsen, E. (Eds.) (1995). *Fostering student success in quantitative gateway courses.* New Directions for Teaching and Learning, *61.* San Francisco: Jossey-Bass.

Meacham, J. (1995). *Assessing general education.* Washington, DC: Association of American Colleges and Universities.

Nyquist, J. D., & Wulff, D. H. (with a chapter on ITAs by Gabriele Bauer) (1995). *Working effectively with graduate assistants.* Thousand Oaks: Sage Publications.

Richlin, L., & Manning, B. (1995). *Improving a college/ university teaching evaluation system.* Pittsburgh: Alliance Publishers.

Spotts, T. H., & Bowman, M. A. (1995, March/April). Faculty use of instructional technologies in higher education. *Educational Technology, 35:*2, 56-64.

Wlodkowski, R. J., & Ginsberg, M. B. (1995). *Diversity and motivation: Culturally responsive teaching.* San Francisco: Jossey-Bass.

Meetings

Upcoming conferences:

International Consortium for Educational Development in Higher Education, June 13-14, 1996 in Vasa, Finland. Theme: Preparing University Teachers. Contact: Graham Gibbs in Oxford, England at 01865 750918 or ocsd@brookes.ac.uk or view the conference home page at http://www.abo.fi/hied/.

Lilly-West Conference on College and University Teaching, Lake Arrowhead, California on March 8-10. For information, contact the International Alliance of Teacher Scholars, Inc., 414 Craig Street, Suite 313, Pittsburgh, PA 15213, (412) 361-5425 or Richlin@vms.cis.pitt.edu.

4th Annual AAHE Conference on Faculty Roles and Rewards, January 18-21 in Atlanta. For information, contact AAHE, One Dupont Circle, Suite 360, Washington, DC 20036, (202) 293-6440.

17th Annual Conference of the Southern Regional Faculty and Instructional Development Consortium, February 3-6, 1996 in Baton Rouge, Louisiana. Theme: What's It All About: Exploring Technology and Its Diverse Uses in Organizational, Instructional, and Faculty

Development. Contact Linda Nilson, Director of the Center for Teaching at Vanderbilt University, (615-322-7290) or nilsonlb@ctrvax.vanderbilt.edu.

From the Association of American Colleges and Universities (202) 387-3760:
- Annual Meeting: Work and Learning: Creating New Connections, January 11-13, Washington, DC
- Re-Forming the Major: The Praxis of Connecting Learning, February 23-24, Philadelphia
- Technology and the Design of Courses of Study, March 8-9, Albany, New York
- Internationalizing the General Education Curriculum, March 29-30, Washington, DC

Teaching from Within: Vocation, Practice and Transformation, a Blue Sky Associates Conference on Education and the Spirit, featuring Parker Palmer and Jane Tompkins, will be held from July 25-28 at Saint Olaf College. For details and registration materials, contact Blue Sky Associates, 2219 St. Clair Avenue, St. Paul, MN 55105.

National Seminar on Excellence in Teaching and Learning, on the campus of Western Carolina University, July 17-19, 1996. Sponsored by the Institute for College and University Teaching. This is an intensive, highly interactive seminar. Registration deadline: April 15, 1996. Early registration fee ($295) due on or before March 15, 1996. Lodging/meal packages are available. For more information and registration materials contact: The Institute for College and University Teaching, Camp Building, Western Carolina University, Cullowhee, NC 28723. Phone: 704-227-7278. FAX: 704-227-7030. E-mail: ICUT-INFO@WCU.EDU WWW Home Page: http://152.30.180/documentation/ICUT.html

Position Available

Southern Oregon State College: Director, Center for Teaching Enhancement/Coordinator of Distance Learning

Challenging new position will lead faculty in improving instruction and learning on campus and through distance learning. Create and manage Center for Teaching Enhancement; help faculty members master new pedagogies and experiment with new technologies; lead efforts to improve student learning/retention. Provide leadership for administering and marketing distance learning program; work with faculty to prepare courses for distance delivery; coordinate production of programming.

Contact Sarah Hopkins-Powell, Associate Provost, (503) 552-6114, for a more detailed description.

Renew Your Membership

If you have not yet renewed your membership, now is the time to do so. The directory that is printed in January will contain the names of only those members who are on record as of December 16.
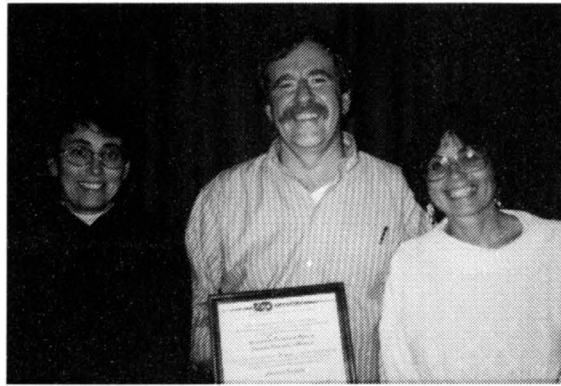
Member News

James E. Groccia has been appointed Director of the Program for Excellence in Teaching at the University of Missouri, Columbia. Previously he had been founding Director of the Center for Curricular Innovation and Educational Development at Worcester Polytechnic Institute in Worcester, MA.

Joanne Gainen left Santa Clara University in June but continues working in faculty and organizational development as an independent consultant. To stimulate fresh ideas about change in higher education, she is teaching an MBA course on leadership and management. She has established a small business called *Writing Mentors,* which offers workshops and coaching to help people gain professional visibility and satisfaction through writing and strategic publication. Joanne's new address is: 2201 Monroe #1403, Santa Clara, CA 95050. Phone: (408) 244-8267; email: jgainen@aol.com.

In June 1995, Dalhousie University's Office of Instructional Development & Technology was awarded the top prize in the 1994 Quality and Productivity Awards of the Canadian Association of University Business Managers. The cash prize of $10,000 was given for the success of three publications on teaching and learning: *Recording Teaching Accomplishment, University Teaching and Learning,* and *Learning Through Writing.*
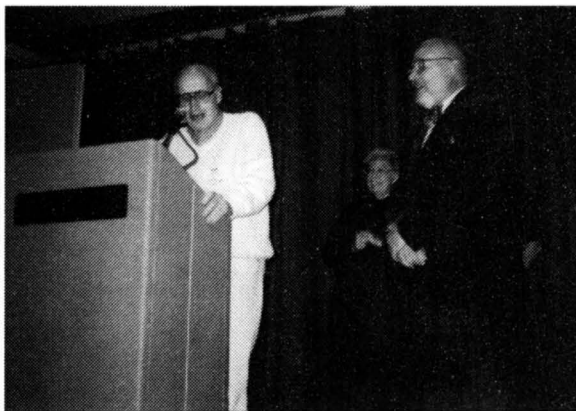
In summary, here are some action items for you:

1. Nominate yourself or someone else for Core Committee and/or conference leadership or committee membership positions.

2. Renew your membership if you have not.

3. Submit your work to *To Improve the Academy*.

4. Send your bright ideas to the Bright Idea committee.

5. Submit an application for a diversity internship grant.

Staff from Concordia University (Heather MacKenzie, Ron Smith, and Olivia Rovinescu) show their certificate for the program's 21 years of service to professional development.

Jackie Mintz, Georgeanne Cooper, and Erin Porter display their candles as winners of the Bright Idea Award. Not present was Sally Kuhlenschmidt, who received the lamp.
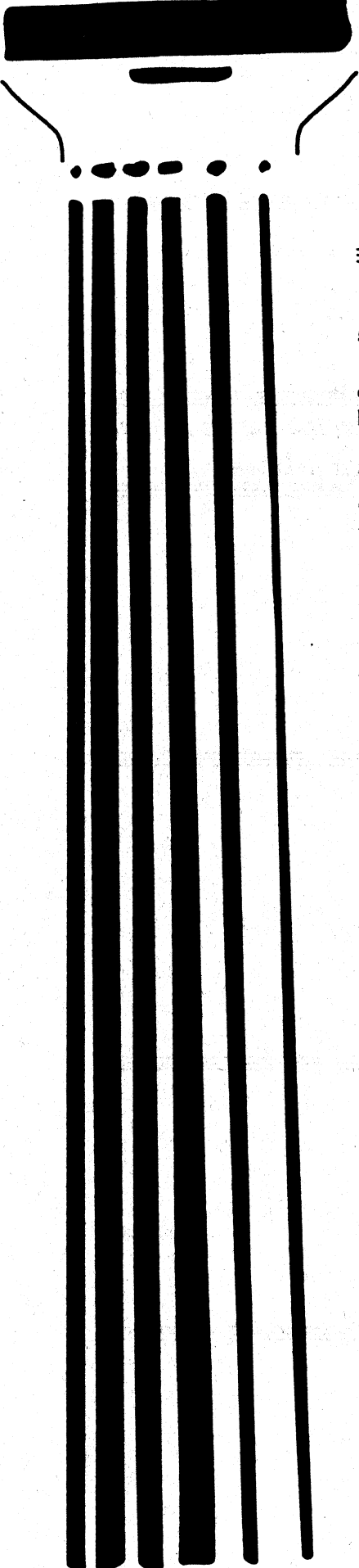

Bob Diamond is congratulated by Linc. Fisch, Maryann Pierleoni, and Marilla Svinicki (behind Linc.) as he acknowledges his Bob Pierleoni Spirit of POD Award.

CALL FOR MANUSCRIPTS
for the 1996 Edition of
To Improve the Academy
Deadline for Submission: February 1, 1996

The Professional & Organizational Development (POD) Network invites submissions for the 1996 edition of *To Improve the Academy*. Since its inception in 1982, *To Improve the Academy* has provided a forum for articles on instructional, faculty, and organizational development. Manuscripts are solicited on those three general areas and may be either research-based or reflective pieces.

The audience for *To Improve the Academy* is composed of several constituencies that share an interest in improving the climate for teaching and learning in higher education, including faculty and organizational development professionals, members of teaching improvement committees, trustees, administrators and consultants. Articles should be designed to inform and assist these members of the academic community with their work.

Accepted for publication are papers that demonstrate scholarly excellence in research, innovation, integration, and/or inspiration about instructional, faculty and/or organizational development. Manuscripts must be prepared according to the guidelines in the *Publication Manual* of the American Psychological Association, Fourth Edition. The main points to remember are the following:

▶ Include an abstract of 100 words or less. See pages 8-11 of the APA *Manual* for guidance on how to write a good abstract.

▶ Citations appear in the references section at the end of the manuscript. See pages 174-222 for the formats for different types of reference material. Only and all sources cited appear in the references section.

▶ In the text, sources are cited by author(s) and date, and page numbers for direct quotations. See pages 95-99 for citation formats.

▶ Headings, if they are used, are not numbered. See pages 90-93.

▶ When you describe new approaches and programs, please include evaluative information. If you have not run a controlled study with pre- and post-tests, describe what steps should be taken to confirm your findings.

SUBMISSION REQUIREMENTS

Submit two copies of the COVER SHEET (on the reverse side), two copies of your complete manuscript, and three copies that omit your name and any reference to your institution. Do not send a disk with the review copies. The editors will provide prompt feedback on all manuscripts. Early submission will permit more time for complete feedback and for any revisions prior to publication. If your manuscript is accepted for publication, we will ask you to send us the document on diskette. Please send inquiries and manuscripts to:

Laurie Richlin, Editor, *To Improve the Academy*
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Pittsburgh, PA 15213
Phone (412) 361-5425 ✆ FAX (412) 362-6195
E-Mail RICHLIN@VMS.CIS.PITT.EDU

MANUSCRIPT COVER SHEET
1996 To Improve the Academy
▪ *Deadline for Submission: February 1, 1996*

Title of manuscript:

Please enter the information requested below for all authors, listing the names in the order in which they should appear. Include additional pages if necessary.

Name
Mailing Address

Telephone Number   Fax Number
E-Mail Address

Name
Mailing Address

Telephone Number   Fax Number
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E-Mail Address

POD CORE COMMITTEE, 1996-1999
SELF-NOMINATION FORM

Please use this form to self-nominate for the 1996-1999 POD Core Committee.
**NOTE: WE WILL PRINT ONLY WHAT YOU PRINT INSIDE THE THICK
BLACK LINES. YOUR SUBMISSION WILL BE PHOTOCOPIED AND
REPRODUCED ON THE BALLOT EXACTLY AS YOU SUBMIT – IT
WILL <u>NOT</u> BE RETYPED.**

Nominations must be received at the address shown below by 4:00pm on
January 8, 1996 in order to be included on the ballot. Send this form to:

David Graf
Manager of Administrative Services
POD Network
Exhibit Hall South
Iowa State University
Ames IA 50011

Name:

Address:

Background in professional and organizational development:

What would you like to see POD accomplish over the next 3 years?

POD NETWORK

1995 Bright Idea Award Entry Form

Deadline: January 29, 1996

Please complete the form and mail to:

Dr. Barbara J. Millis
Associate Director for Faculty Development
United States Air Force Academy
HQ USAFA/DFE
2354 Fairchild Drive, Suite 4K25
USAF Academy, CO 80840-6200

Name(s) _____

Institution (Address) _____

Contact Numbers (Phone, Fax, E-Mail): _____

Bright Idea Category: (please check only one)

☐ Teaching Strategies

☐ Consulting Strategies

☐ Workshops, Seminars, Conferences

☐ Organizational Development

Bright Idea Entry: *(Please keep your description/explanation as brief as possible. If you use a separate page, please limit your description to one side only, single or double-spaced.)*

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Please write or type legibly. For questions, contact Barbara at:
(719) 472-3976 or millisbj%dfe%usafa@dfmail.usafa.af.mil

CALL FOR PROPOSALS
FACULTY/INSTRUCTIONAL DEVELOPMENT INTERNSHIP GRANTS

As POD continues to diversify its membership to represent faculty development efforts nationally, the POD Diversity Commission invites the submission of proposals for the 1996-97 faculty/instructional development internship grant program.

PURPOSE
The purpose of the grant is to provide two POD member institutions with funding of $2,000 each to establish an internship program for people from diverse groups who wish to prepare for a faculty/instructional development career. The sponsoring institution would then assist the intern in searching for a permanent position in faculty development.

CRITERIA FOR SELECTION
The selection committee will review proposals on the basis of the following criteria:

- Relevance to the purpose of the training grant.
- The process and rationale used to recruit people from diverse groups for the internship program.
- Completeness with respect to how the internship will be developed, established, and evaluated at the member institution.
- Likelihood of sustaining a permanent internship program at member institution.
- Likelihood of providing faculty/instructional development knowledge and skills.
- Potential effectiveness of plans for helping interns acquire a faculty/instructional development position.

Proposals should be postmarked on or before January 15, 1996. Applicants will be notified of funding by March 15, 1996. Awardees will be expected to share the effectiveness of the internship program in appropriate ways, either through subsequent POD publications or at the annual national conference.

Mail proposals to:
Dr. Christine A. Stanley, Chairperson
POD Diversity Commission
Office of Faculty & TA Development
The Ohio State University
20 Lord Hall, 124 West 17th Avenue
Columbus, Ohio 43210-1316
(614) 292-3644
(614) 292-3299 (FAX)
cstanley@magnus.acs.ohio-state.edu

Celebrate Us!

At the Twentieth Anniversary meeting of the Professional and Organizational Development Network in Higher Education (POD) in October 1995, the organization honored those programs that have been serving faculty, teaching assistants, and administrators at campuses throughout the nation. They serve in a variety of ways, providing faculty, instructional, and organizational development for the improvement of learning and teaching.

The list that follows is hardly exhaustive. It represents only those members of POD who submitted their founding dates in response to a query. Where two programs are offered at the same institution, they have been listed separately. Years in operation to date have been interpreted as years already completed, either under the present name or a previous name. Collectively, the list represents over 1,500 program years of support for professional development. We celebrate our members!

33 Years (Established in 1962)
University of Michigan: *Center for Research on Learning and Teaching*

31 Years (Established in 1964)
University of Delaware: *Center for Teaching Effectiveness*

29 Years (Established in 1966)
Michigan State University: *Office of Medical Education, Research, and Development*

28 Years (Established in 1967)
University of Illinois: *Division of Instructional Development of the Office of Instructional Resources*

27 Years (Established in 1968)
University of Toronto, Faculty of Medicine: *Centre for Studies in Medical Education*

26 Years (Established in 1969)
McGill University, Montreal: *Centre for University Teaching and Learning*

Northwestern University: *Center for the Teaching Professions*

25 Years (Established in 1970)
Kansas State University: *Office of Educational Advancement*
University of California, Santa Barbara: *Instructional Development*
University of Manitoba: *University Teaching Services*
University of Minnesota, Twin Cities: *Faculty and TA Enrichment Program*

24 Years (Established in 1971)
Syracuse University: *Center for Instructional Development*
University of Nebraska, Lincoln: *Teaching and Learning Center*

23 Years (Established in 1972)
Indiana University: *Teaching Resources Center*

22 Years (Established in 1973)
University of California, Berkeley: *Office of Educational Development*
University of Texas at Austin: *Center for Teaching Effectiveness*

21 Years (Established in 1974)
Concordia University, Montreal: *Learning Development Office*
Great Lakes Colleges Association

20 Years (Established in 1975)
Appalachian State University: *Faculty and Academic Development, Hubbard Center for Faculty and Staff Support*
Harvard University: *Derek Bok Center for Teaching and Learning*
Kansas State University: *Center for Faculty Evaluation and Development*
Stanford University: *Center for Teaching and Learning*
The University of Rhode Island: *Instructional Development Program*
University of California, Los Angeles: *TA Training Program*
University of Nebraska, Omaha: *Center for Faculty Development*

19 Years (Established in 1976)
Kean College of New Jersey: *Kean Instruction Team*
University of California, Los Angeles: *Office of Instructional Development*
William Jewell College: *Faculty Development on Campus*

18 Years (Established in 1977)
New Mexico State University: *Center for Educational Development*
Murray State University: *Faculty Resource Center*

University of Wisconsin System: *Undergraduate Teaching Improvement Council*

Wabash College: *Teaching and Learning Committee*

17 Years (Established in 1978)
Centre for Curriculum and Professional Development in British Columbia: *Instructional Skills Workshop Program and System-wide Professional Development Program*

Colorado State University: *Professional Development Services*

Furman University: *Faculty Development Committee*

Santa Clara University: *Teaching and Learning Center*

16 Years (Established in 1979)
East Texas State University: *Faculty Development Committee*

Lincoln University, New Zealand: *Education Centre*

Miami University: *Teaching Scholars Program*

University of Oklahoma: *Instructional Development Program*

University of Minnesota, Twin Cities: *TA English Program*

Western Illinois University: *Office of Faculty Development*

15 Years (Established in 1980)
Augsburg College: *Augsburg College Center for Faculty Development*

DePauw University, IN: *Office of Faculty Development*

The Ohio State University: *Faculty and TA Development*

University of Alberta: *University Teaching Services*

University of California, Irvine: *Office of Instructional Development Services*

University of Minnesota, Duluth: *Instructional Development Service*

University of North Dakota: *Office of Instructional Development*

University of Ottawa, Ontario: *Centre for University Teaching*

Western Michigan University: *Office of Faculty Development Services*

14 Years (Established in 1981)
Carnegie Mellon University: *University Teaching Center*

Collaboration for the Advancement of College Teaching and Learning

Red Deer College: *Professional Development Program*

University of Georgia: *Office of Instructional Development*

University of St. Thomas, MN: *Center for Faculty Development*

Western Carolina University: *Faculty Center for Excellence in Teaching and Learning*

13 Years (Established in 1982)
University of New Mexico: *Teaching Assistant Resource Center*

University of Wisconsin, River Falls: *Office of Faculty Development*

12 Years (Established in 1983)
Ithaca College: *Faculty Development Program*

Texas A&M University: *Center for Teaching Excellence*

University of Washington: *Center for Instructional Development and Research*

11 Years (Established in 1984)
National Technical Institute for the Deaf, RIT: *Faculty Staff Development Program*

St. Norbert College: *St. Norbert College Faculty Development Program*

University of Colorado, Boulder: *Graduate Teacher Program*

10 Years (Established in 1985)
Brigham Young University-Hawaii: *Center for Faculty and Instructional Development*

Eastern Michigan University: *Faculty Center for Instructional Excellence*

Evergreen State College: *Washington Center for Improving the Quality of Undergraduate Education*

Kean College of New Jersey: *Center for Professional Development*

Pennsylvania State System of Higher Education: *Systemwide Faculty Professional Development Council*

University of Maryland, University College (Asian Division): *Faculty Support and Development Program*

University of Oregon: Teaching *Effectiveness Program*

9 Years (Established in 1986)
Cornell University: *Office of Instructional Support*

Keene State College, NH: *Instructional Innovation Center*

Massachusetts Faculty Development Consortium

McMaster University, Faculty of Health Sciences: *Programme for Faculty Development*

Northwestern University, University College: *Faculty Development Program*

Pace University: *Pforzheimer Center for Faculty Development*

Providence College: *Committee for the Enhancement of Learning*

Saint Xavier University: *Center for Educational Practice*

University of Missouri, Columbia: *Program for Excellence in Teaching*

University of Oregon: *The Teaching Effectiveness Program*

Vanderbilt University: *Center for Teaching*

8 Years (Established in 1987)
Bentley College: *Center for Excellence in Teaching*

Eastern Connecticut State University: *Center for Educational Excellence*

Saint Augustine's College: *Faculty and Staff Development Program*
Saint Mary's University, Halifax: *Quality of Teaching Committee*
SUNY College of Environmental Science and Forestry: *Instructional Development, Evaluation, and Services*
University of North Carolina, Chapel Hill: *Center for Teaching and Learning*
University of Scranton: *Office of Instructional Development*

7 Years (Established in 1988)
Columbia College: *Collaborative Learning Center*
County College of Morris: *Center for Teaching Excellence*
Dalhousie University: *Office of Instructional Development and Technology*
Marianopolis College: *Professional Development*
Northeastern University: *Center for Effective University Teaching*
Pennsylvania State System of Higher Education: *Summer Academy for the Advancement of College Teaching*
University of British Columbia: *Centre for Faculty Development and Instructional Services*
University College of the Caribou: *Faculty Development*

6 Years (Established in 1989)
Association of Atlantic Universities, CA: *Regional Faculty Development Committee*
Duquesne University: *Center for Teaching Excellence*
Florida International University: *Academy for the Art of Teaching*
Indiana University of Pennsylvania: *Center for Teaching Excellence*
Saint John's University: *Learning Enhancement Service*
Salt Lake Community College: *Faculty Development*
Southeast Missouri State University: *Faculty Development Center*
Southwest State University, Marshall, MN: *Faculty Development Team*
University of California, Berkeley: *GSI (Graduate Student Instructor) Teaching and Resource Center*
University of Denver: *Center for Academic Quality*
University of Massachusetts, Amherst: *Center for Teaching*
University of Nebraska, Lincoln: *Office of Professional and Organizational Development*
University of Wisconsin, La Crosse: *Center for Effective Teaching and Learning*

5 Years (Established in 1990)
Berklee College of Music: *Office of Faculty and Instructional Development*

California State Polytechnic University, Pomona: *Faculty Center for Professional Development*
Cornell University, College of Veterinary Medicine: *Office of Educational Development*
Delta College, MI: *Faculty Center for Teaching Excellence*
Florida State University: *Program for Instructional Excellence*
Hofstra University: *Center for Teaching Excellence*
Lehigh University: *Faculty Development Program*
Rutgers University, Newark: *Teaching Excellence Center*
University of Kentucky: *Teaching and Learning Center*
University of Prince Edward Island: *Senate Committee on the Enhancement of Teaching*
University of South Florida: *Center for Teaching Enhancement*
University of Virginia: *Teaching Resource Center*
University of Wisconsin, Platteville: *Teaching Excellence Center*

4 Years (Established in 1991)
Northeast Missouri State University: *Office of Faculty Development*
Philadelphia College of Pharmacy and Science: *Teaching and Learning Center*
St. Edward's University, Austin: *Center for Teaching Excellence*
St. Mary's College of California: *Office for Faculty Development and Scholarship*
Southern Utah University: *Center for Faculty Excellence*
Towson State University: *University Teaching Initiative*
University of Alabama: *Center for Teaching and Learning*
University of Idaho: *Office of Teaching and Learning Enhancement*
University of Massachusetts, Lowell: *Faculty Teaching Center*
University of Minnesota, Twin Cities: *Bush Faculty Development Program on Excellence and Diversity in Teaching*
University of New Brunswick: *Teaching Centre*
University of Saskatchewan: *Campus Instructional Development Committee*
University of Sioux Falls: *Faculty Development Committee*
University of Wyoming: *Center for Teaching Excellence*
Wellesley College: *Learning and Teaching Center*
Western Kentucky University: *Center for Teaching and Learning*

3 Years (Established in 1992)
Brigham Young University: *Faculty Center*
Carleton College: *Learning and Teaching Center*
Carleton University, Ottawa: *Teaching and Learning Resource Centre*
Dean College: *Teaching and Learning at Dean*
Franklin University: *Teaching and Learning Center*

Iowa State University: *Center for Teaching Excellence*
Metropolitan State College of Denver: *Academy for Teaching Excellence*
Northwestern University: *Searle Center for Teaching Excellence*
Occidental College, Los Angeles: *Center for Teaching and Learning*
Radford University: *Center for Teaching Excellence*
Swiss Federal Institute of Technology, Zurich: *Center for Teaching and Learning*
United States Air Force Academy: *Center for Educational Excellence*
United States Military Academy: *Center for Teaching Excellence*
University of Arkansas: *Teaching and Faculty Support Center*
University of Central Arkansas: *Instructional Development Center*
University of Colorado, Denver: *Office of Teaching Effectiveness*
University of Northern Iowa: *Center for the Enhancement of Teaching*
University of Southern Maine: *Center for Teaching*
Virginia Tech: *Center for Excellence in Undergraduate Teaching*
Washburn University: *Faculty Development Program*

2 Years (Established in 1993)
California Lutheran University: *Teaching and Learning Center*
California Polytechnic State University: *Faculty Instructional Development*
California State University, Hayward: *Office of Faculty Development and Faculty Center for Excellence in Teaching*
Fort Hays State University: *Center for Teaching Excellence and Learning Technology*
Kutztown University: *Center for the Enhancement of Learning*
New York University: *EQUAL Commission*
Saint Louis College of Pharmacy: *Center for Teaching and Learning*
University of Toledo: *Center for Teaching Excellence*
University of Minnesota, Twin Cities: *Teaching Opportunity Program for Doctoral Students/Preparing Future Faculty*
University of Wisconsin-Eau Claire: *Network for Excellence in Teaching*
Weber State University: *Teaching and Learning Forum*
Wright State University: *Center for Teaching and Learning*

1 Year (Established in 1994)
Boston University: *Center for Teaching Excellence*
Buffalo State College: *Center for the Enhancement of Learning and Teaching*
California State University, San Marcos: *Faculty Center*
Case Western Reserve University: *University Center for Innovation in Teaching and Education*
Cooking and Hospitality Institute of Chicago
Framingham State College: *Faculty Development Program*

Franklin University: *Instructional Design and Technology*
Marquette University: *Organization and Leadership Program*
Northeast Louisiana University: *Teaching and Learning Resource Center*
Ohio University: *Center for Teaching Excellence*
Pennsylvania State University: *Institute for Innovation in Learning*
Portland State University: *Center for Academic Excellence*
Providence College: *Center for Teaching Excellence*
Thomas Jefferson University: *Center for Faculty Development*
University of California, Santa Cruz: *Teaching Support Office*
West Virginia University: *Instructional Improvement Network*
Western State College of Colorado: *Center for Teaching Excellence*

Just Established in 1995
California State University, Fresno: *Center for Enhancement of Teaching and Learning*
Emporia State University: *Teaching Enhancement Center*
Grand Valley State University: *Faculty Teaching Center*
Illinois Wesleyan University: *Center for Teaching and Curriculum Development*
Indiana State University: *Center for Teaching and Learning*
Rollins College: *Christian A. Johnson Institute for Effective Teaching*
Salt Lake Community College: *Faculty Teaching and Learning Center*
St. Cloud State University: *Center for Teaching and Learning*
Stephen's College: *The Erwin Wright Faculty Development Center*
Texas Tech University: *Teaching, Learning and Technology Center*
Tulane University Medical Center, School of Medicine: *Office of Educational Resesarch and Services*
Union County College: *Adjunct Faculty Institute*
University of Iowa: *Center for Teaching*
University of North Carolina, Asheville: *Center for Faculty Development*
University of Wisconsin Centers: *Professional Development*
U.S. Naval Academy: *Teaching and Learning Enhancement Center*