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Section V: The Roles Faculty Developers Play

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The Roles Faculty Developers Play

This last section combines perspectives of both organizational development and personal development. Those of us who have been in faculty development a long time remember when we were defining the role faculty developers "should" play on our campuses. At the same time the subject of the "career" of a faculty developer was also discussed, often with some puzzling overtones. The passage of time has helped faculty development clarify both the role—or many roles—faculty developers play and the career paths each might follow.

Organizational development as community building is represented in the first essay by Ken Zahorski. The author gives us a powerful view of how the faculty developer can move beyond the role of facilitator to that of campus leader. A faculty developer working a faculty development committee can take a proactive role in changing the campus climate to improve both teaching and scholarship, as this article demonstrates.

Mary Ann Bowman gives us a fresh view of what a new faculty developer faces. She lays out ten strategies distilled from her own experiences and practices as she moved from the very new to the experienced developer in a short period of time.

POD by its very nature engenders professional development for its member developers. Erin Porter and Karron Lewis as the interviewers and Eric Kristensen, Christine Stanley, and Carol Weiss as the interviewees give us insight into the process of applying for and

securing a position in faculty development. Their questions and answers should help better prepare those with positions to fill as well as the position-seekers.

The final article in this volume of *To Improve the Academy* is a discussion by Marie Wunsch about moving from being a faculty developer to becoming a director of a center. It contrasts the roles and duties of each position. Becoming the director of a center might be thought to be at the pinnacle of a professional development career ladder. However, many of us can name former faculty developers who are now deans and even presidents of academic institutions. In fact, as the editors were doing the last work before publication, we discovered that the writer of this article has moved to the position of Vice Chancellor for Academic Affairs in the University of Wisconsin System.