



Faculty
Hub

2021-2022

Year in Review

An aerial photograph of a university campus. A wide river flows through the center, reflecting the sky and surrounding trees. On the left bank, there are several large, multi-story brick buildings, likely dormitories or academic halls, nestled among trees with vibrant autumn foliage in shades of yellow, orange, and green. A suspension bridge crosses the river in the lower foreground, leading to a small island with a few trees. The background shows a misty or foggy landscape with more distant buildings and trees.

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From the Director's Desk

Dear Colleagues,

As we complete the third year of the Teaching and Scholarship Hub, I am delighted to share an annual report on our activities. The Faculty Hub has creatively and ambitiously served a large number of faculty and instructors in supporting professional development at all career stages while building community and advancing institutional goals. I invite you to read this 2021-2022 Year in Review and welcome your feedback at any time.

Highlights this year included the expansion of the Inclusive Pedagogy Cohort, a re-start of scholarship talks, the first Mid-Career Faculty Summit to support the advancement of associate professors, the first Celebration of Teaching, a pilot program for digital pedagogy grants, and support for faculty scholarship through writing retreats, book proposal discussions, and the R Institute. This summer we offered our first Course Design Institutes developed outside of the urgent need for teaching support during the pandemic. Throughout the year, several programs developed original resources to guide faculty while our facilitated course assessment program grew. In parallel with increased campus support for student well-being, the Faculty Hub prioritized faculty well-being by providing counsel about how to create sustainable goals and build in a sense of agency to faculty work.

Building community is a guiding principle for the Faculty Hub. Our approaches help build connections that are critical to individual and community well-being. Faculty benefit from peer support to evaluate new ideas, build and sustain collaborations, and connect their work to institutional goals. Following recent

global and local challenges, we have a greater appreciation for how a sense of community can uplift one's goals and feelings of belonging.

I am thrilled to see faculty engaging in spontaneous interactions in the Faculty Hub, joining our writing retreats, and gathering as faculty learning communities. Moving forward, we expect the Faculty Hub to be a bustling center of activity for faculty learning from other faculty and engaging with faculty development support staff and visiting consultants.

This report is special to me as it closes my term as the inaugural director of the Faculty Hub. I am grateful for the opportunity to have served alongside wonderful staff and collaborators. Last month we welcomed a new director, and we look forward to how new leadership will build upon the foundation. The Faculty Hub is an incredible resource for teacher-scholars, and I invite faculty to continue to explore how it can enrich their professional journeys.



Linda M. Boland, Ph.D.
Professor of Biology
Inaugural Director, Faculty Hub
Associate Provost for Faculty





TEACHING & SCHOLARSHIP HUB



Libby Gruner (Coordinator of Faculty Development in Teaching), Jane Bise (Administrative Coordinator), Andrew Bell (Technology Consultant & Operations Manager), and Kylie Korsnack (Educational Developer)

The Faculty Development Committee has representation from all five schools and serves as the Faculty Hub Advisory Committee.

AY 21-22 Committee Members: Ray Dominey (A&S), Adam Marquardt (RSB), KimMarie McGoldrick (RSB), Lionel Mew (SPCS), Camilla Nonterah (A&S), Terry Price (JSLs), Aurora Hermida Ruiz (A&S), Kevin Walsh (Chair, Law), Sydney Watts (A&S), and Linda Boland (ex-officio)

The Faculty Hub strives to help faculty:

- Reflect on pedagogical practices and experiment with ways of making teaching effective for all learners
- Connect with other faculty to share scholarship and teaching interests and approaches
- Learn and incorporate new tools for pedagogy and scholarship, delivered in ways that consider the demands on faculty time
- Connect with campus partners in ways that help advance teaching and scholarship goals
- Engage in programming that advances the professional development of faculty at different career stages
- Build community among the faculty

CONSULTATIONS

SUMMARY

Individualized, confidential one-on-one consultations related to teaching and scholarship are one of the most high-impact services the Faculty Hub provides. In the 2021-2022 academic year, Faculty Hub staff hosted 141 individual consultations with faculty. Faculty from all five schools requested both virtual and in-person consultations through our online request page. Consultation topics ranged from digital pedagogy to course design, assessment, scholarship, and inclusive/accessible teaching.

81

**FACULTY
ENGAGED IN AT
LEAST ONE
CONSULTATION**

141

total consultations were
held in AY 21-22

100%

of survey respondents
reported "high satisfaction"
with consultation services

“

“I really appreciate how accessible [Faculty Hub staff] are for scheduling consultations. They are fantastic at offering suggestions and feedback for my teaching!”

”



Facilitated Course Assessment

This year we offered a new confidential consultation service for faculty and instructional staff called Facilitated Course Assessment. This service gives instructors the opportunity to invite a Faculty Hub consultant into their classrooms to gather anonymous feedback from students through a facilitated conversation. An alternative or complement to a self-administered anonymous feedback form and student evaluations, this approach creates a dialogue between students and a Faculty Hub consultant and provides instructors with specific, extensive feedback about student learning while the course is underway.

Consultation Feedback from Faculty...

"Helped me better understand the challenges my students were having with their assignment. Highly recommend the facilitated course assessment!"

"[Our consultation] improved my assignments and syllabi, particular with regard to inclusivity and transparency."





PROGRAMMING

SUMMARY

Signature programs are those that emphasize community building, sharing, and are interdisciplinary and cross-school. They typically require a deep dive and continued interaction with some faculty communities lasting for a full semester or a full year.

246

**FACULTY
ENGAGED IN
AT LEAST ONE
PROGRAM**

103

individual events hosted
either virtually or in-
person

93%

of faculty were either satisfied
or highly satisfied with Faculty
Hub programming

Faculty of All Ranks Engage with Faculty Hub Programming

21%
Full

15%
Assoc.

21%
Assistant

43%
All Other Instructors

% of Faculty Participating by Rank



TEACHING PROGRAMS

2021-2022 at a Glance

Signature Programs

- Inclusive Pedagogy Cohort
- Digital Pedagogy Cohort
- Course Design Institute
- Early Career Faculty Seminar

Recurring Programs

- Morning Blend
- Teaching Squares
- Faculty Hub Conversation: Adjuncts

Inclusive Pedagogy Events

- "What Inclusive Instructors Do" with Dr. Tracie Addy
- "Fostering Difficult Dialogues" with Dr. Janelle Peifer
- "Strategies for Creating an Inclusive and Antiracist Classroom From the First Day Forward" with Dr. Bedelia Richards
- Inclusive Syllabus Workshops

Special Events

- IRB Regulations: Review of 2018 Changes
- Metacognition: Faculty Engagement in Learning
- Making Teaching Sustainable
- Appropriating Digital Technologies for Teaching and Scholarship
- Faculty Hub Conversation: Needs Around Digital Pedagogy

FYS Partnership Programs

- FYS Course Proposal Workshop
- FYS Course Design Institute
- Faculty Hub Conversations: Teaching FYS

Celebrations

- Celebration of Teaching

Inclusive Pedagogy (IP)

IP Cohort

Our Inclusive Pedagogy Cohort met twice a month to work on strategies for creating more inclusive classroom experiences. This year's cohort included faculty from all five schools and over 16 departments/programs. The group kicked off their discussions with a shared reading of "What Inclusive Instructors Do," by Tracie Marcella Addy, Derek Dube, Khadijah A. Mitchell, and Mallory E. SoRelle. In November, the cohort hosted Dr. Addy for a workshop on Identifying and Overcoming Barriers to the Adoption of Inclusive Teaching, and a book talk open to the campus community. Some of the other topics discussed by the Inclusive Pedagogy Cohort this academic year included conversations about how faculty can promote student belonging, encourage inclusive participation, foster student metacognition and growth mindset, incorporate alternative assessment practices, and facilitate difficult discussions.

Other IP Programs

The Faculty Hub also offered several stand-alone workshops and conversations to provide faculty with opportunities to develop new tools and strategies for creating more inclusive classroom experiences for their students. A few highlights include an Inclusive Syllabus Workshop (offered in August and January), a conversation on Inclusive Assignment Design (January), and Morning Blend sessions on Transparent Assignments (September), Structuring for Inclusion (February), Student Belonging (March), and Promoting Executive Functioning Skills (April). We also co-sponsored a workshop with the Academic Skills Center on Metacognition: Faculty Engagement in Learning.

What Faculty Are Saying...

"Student Belonging, Grading Participation, and Facilitating Difficult Conversations were all especially interesting discussions with useful takeaways."

"I found the [IP Cohort] readings very helpful to reinforce concepts and provide ideas for implementation. The small break-out groups were great. I appreciated building rapport with colleagues and learning from others and their experiences."

"Thanks for providing the opportunity for some fruitful cross-disciplinary interaction with colleagues."

"After our conversations about [digital media] assignment design, I've decided to create more flexibility and choice for my students. The agency evidence was helpful for me to understand how to create an inclusive environment."



Digital Pedagogy (DP)

DP Cohort

Led by the Faculty Hub's Technology Consultants, the Digital Pedagogy Cohort provides opportunities for faculty to improve their skills with digital pedagogy methods, increase their familiarity with digital pedagogy theories, and cultivate community during a semester-based cohort model.

This fall, ten faculty worked on developing digital media assignments and this spring, seven faculty developed assignments around web publishing. Each faculty participant left with a better understanding of new pedagogical tools and improved web publishing and digital media assignments.

DP Grants

The Faculty Hub offers a grant program for the exploration and evaluation of digital pedagogy tools and practices that have the potential to enhance teaching and learning. Piloted in the spring of 2022, several DP grants were awarded to explore active learning and peer assessment tools.

Faculty evaluation of innovative tools will help the Faculty Technology Committee, Information Services, and the Faculty Hub promote effective digital tools for teaching and scholarship.



SCHOLARSHIP PROGRAMS

2021-2022 at a Glance

Signature Programs

- Hub Talks
- Faculty Hub Writing Retreats

Recurring Programs

- Morning Blend
- Writing Groups

Celebrations

- Faculty Accomplishments Reception with the Provost's Office

Special Events

- Write on Site
- High-Impact Teaching with Human Subject Research Projects
- Appropriating Digital Technologies for Teaching and Scholarship
- "The Book Proposal Book" – a learning community on book proposals
- "Incentives in Publishing: From Book Proposal to Contract" with Dr. David Pervin - a discussion with a former book editor
- Transitioning to R Workshop

Hub Talks

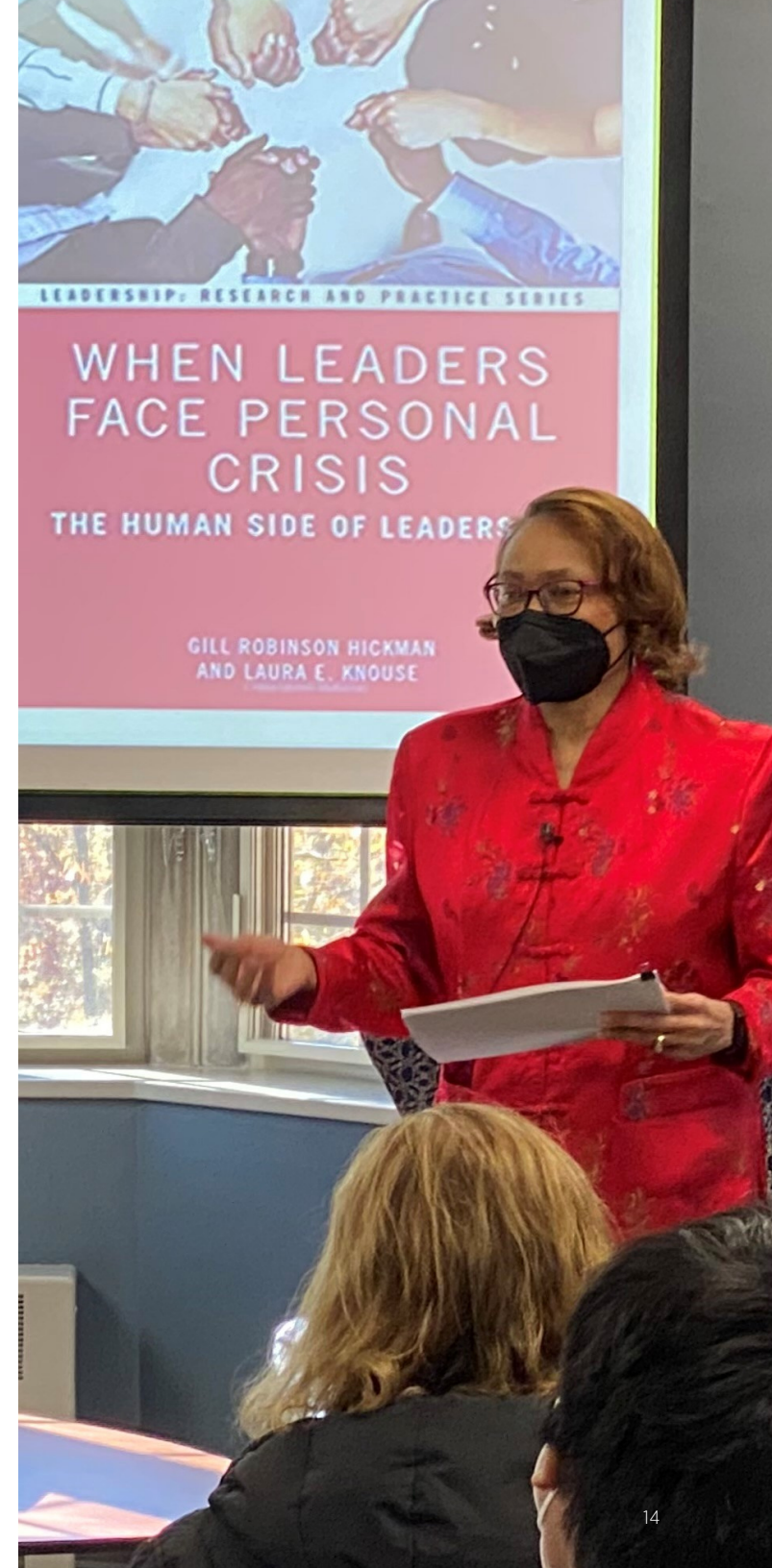
We were happy to re-introduce Faculty Hub Talks after a year-long hiatus due to COVID-19. Hub Talks are designed to enrich the scholarly engagement of our faculty by focusing on a “slice of scholarship” while building community and promoting intellectual exchange with collaborative potential across disciplines and schools. The Faculty Hub hosted five talks this year:

- Camilla Nonterah: “Addressing Racial Inequities in Access to Kidney Transplantation”
- Todd Lookingbill: “What’s Hot in the City? The Unjust Evolution of Urban Heat Islands in Richmond, VA”
- Laura E. Knouse and Gill Robinson Hickman: “Leadership During Personal Crisis: Research and Implications for Practice”
- Melinda Yang: “Using Ancient DNA to Understand Human History: Perspectives in East Asia”
- Doug Bosse: “Exploring Stakeholder Capitalism”

What Faculty Are Saying...

“I love the format of these talks. The Q&A was a wonderful way to connect with colleagues.”

“This is a great way to learn about colleagues’ research.”





Faculty Hub Writing Programs

Throughout the year, the Faculty Hub hosted faculty writing groups, facilitated writing retreats, and sponsored or co-sponsored a variety of programming designed to support faculty scholarship goals. Some highlights include a facilitated book club and working group around Laura Portwood-Stacer's "The Book Proposal Book: A Guide for Scholarly Authors." In addition, we co-sponsored, along with the A&S Dean's Office, a talk by Dr. David Pervin, a former acquisitions editor at both commercial and university presses, on "Incentives in Publishing: From Book Proposal to Contract." In total, our programming related to writing support reached faculty in all five schools and in more than 15 departments or programs.

Morning Blend

Designed to deliver quick and actionable concepts, our weekly Morning Blend program touches on both teaching and scholarship. Examples of scholarship topics from this past academic year include:

- Building Scholarly Writing Habits
- Introduction to High Performance Computing
- Open Access Publishing
- Finding Grant Funding

Recordings and tip sheets from Morning Blend episodes are made available on the Faculty Hub website.

PROGRAMMING AT ALL CAREER STAGES



Director Assistant Professor Associate Professor Professor

Adjunct Faculty Instructor Post-doc Visiting Lecturer

Early Career Seminar

Our Early Career Faculty Seminar met twice a month throughout the academic year, providing new and early career faculty with targeted professional development related to teaching and an opportunity to build community with colleagues at a similar career stage. This year's cohort brought together faculty from eight departments and three schools to discuss topics such as facilitating discussions, gathering student feedback, incorporating principles of inclusive teaching, cultivating classroom engagement, and enacting equitable assignment design.

Conversations: Adjuncts

The Faculty Hub provides support and professional development to adjunct professors through a monthly conversation series. This initiative is co-facilitated by Kylie Korsnack (Faculty Hub), John Zinn (SPCS) and Carol Wittig (Library) and offers a regular opportunity for adjunct professors from all five schools to come together to ask questions, share teaching strategies, and build community with faculty in similar instructional roles. This year, 25 adjunct faculty members participated in our conversation series with representation from all five schools and 17 different departments or programs.

Mid-Career Faculty Summit

UR's first Mid-Career Faculty Summit, a day of professional development devoted to exploring this career stage and enhancing career progression in a supportive and collegial environment, was held in the fall. Organized by Associate Provost for Faculty, Linda Boland, and featuring guest facilitator Dr. Vicki Baker, a nationally recognized expert on mid-career faculty development, the program supported 18 associate professors on goal-setting, identifying their contributions, and turning promotion guidelines into an individualized strategic plan. Some of the participants continued to take part in spring term coaching sessions. A second opportunity in the spring was the Associated Colleges of the South (ACS) Mid-Career Advancement Pathways Program. Co-developed by six ACS faculty development leaders including Linda Boland, the curriculum supported 38 associate professors (five from UR) in navigating and thriving at this career stage.

Course Design Institute

New this year and envisioned as a signature Faculty Hub program, the Faculty Hub's Course Design Institute (CDI) empowers instructors to leverage two evidence-based frameworks for course design, Fink's integrated design and Wiggins & McTighe's backward design, as tools for designing or redesigning one of their courses.



FACULTY HUB SPACE

SUMMARY

The Faculty Hub, located on the third floor of Boatwright Memorial Library, is designed to support faculty in achieving their teaching and scholarship goals. With three reservable meeting spaces, multiple writing/reading areas, and an audio/video production studio, the Faculty Hub creates new opportunities for faculty to engage with colleagues and support staff who are dedicated to faculty professional development.

Beginning with our grand opening on August 26, 2021, the space has been utilized this year for Faculty Hub programming and faculty-initiated gatherings. Faculty have recorded flipped lectures and prepared conference presentations in our multimedia studio. Faculty committees and other groups have met in our Zoom-enabled conference rooms. Some faculty have found a quiet space in the Faculty Hub to get some writing done.

374

faculty meetings and events were booked

MULTIPURPOSE SPACE

is the most reserved room in the Faculty Hub

922

hours were reserved in the Faculty Hub in AY2021-2022

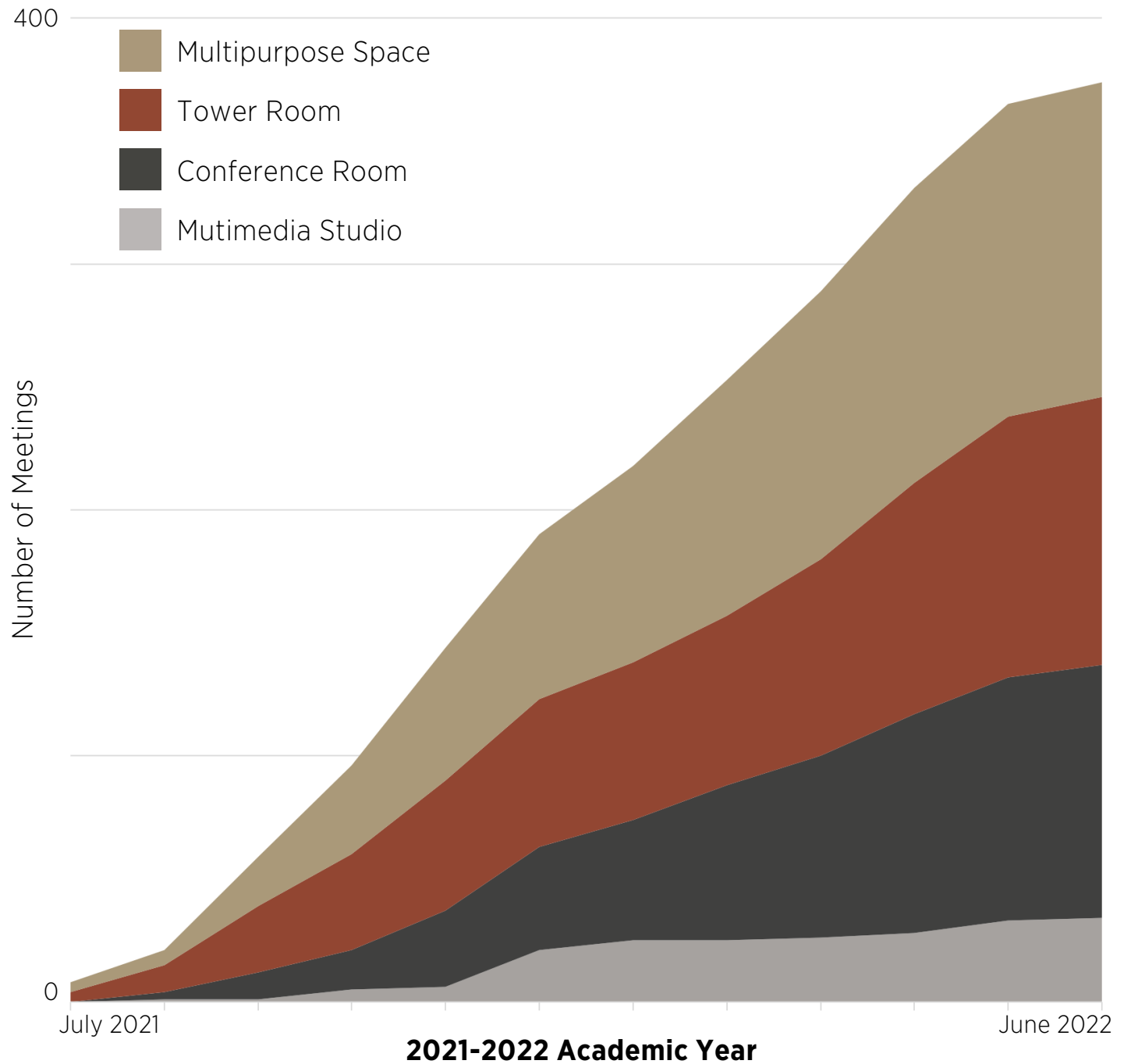
24/7

open to faculty all day, every day*

*Open from 8:30 to 5 p.m. Monday - Friday. Faculty can request card access entry after hours.



GROWING UTILIZATION OF THE FACULTY HUB SPACE





Faculty
Hub



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