

# Creation and Implementation of a Campus-wide Grant Award Program Recognizing Whole Departments for Excellence in Education

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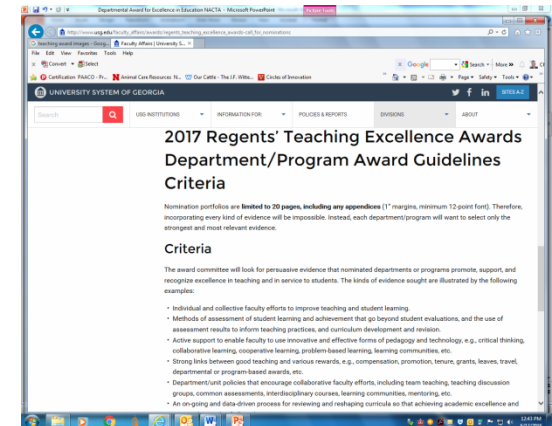
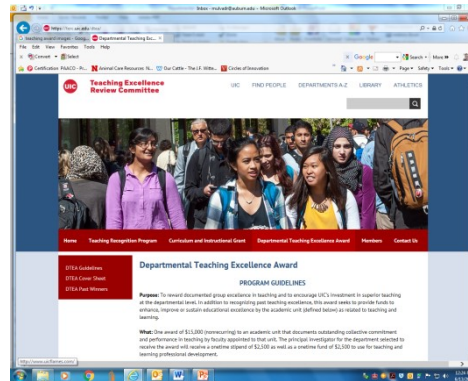
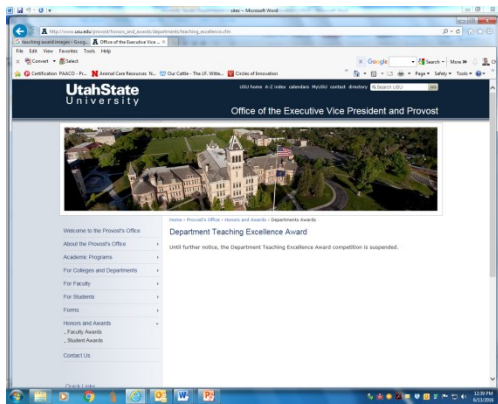


# History/Rationale of the Award

## History

- Auburn University—2005 (conversations)
- Auburn University—2013
  - proposal and negotiations with Provost
  - resolution approved in Faculty Senate
  - launch

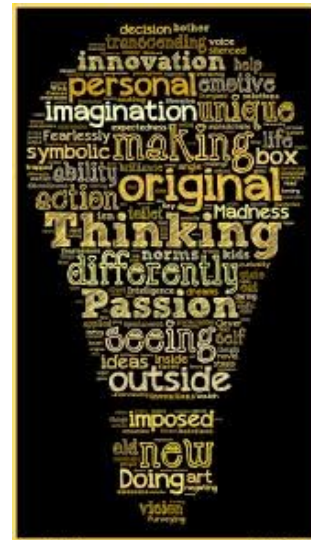




# RECOGNISING EXCELLENCE IN EDUCATION

## History/Rationale of Award

The **University Senate Departmental Award for Excellence in Education** will have long lasting impact and will “institutionalize” teaching excellence by creating a departmental identity, entity and structure that the university can maintain and nourish.



# History/Rationale of Award



- **Individual award** does not inspire others per se;
  - Departmental award incentivizes all faculty within a department to improve teaching
- **Departmental award** involves collaboration
  - brings unity of purpose by enabling greater numbers of faculty to receive recognition for efforts around a common purpose





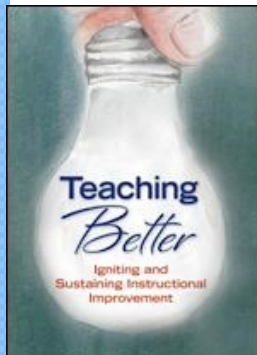
# History/Rationale of Award

- **Potential to change departmental culture** around T&L
  - provides opportunity for 21st century life-long learning by encouraging continued development of faculty and students
- **Excellence more sustainable** as not dependent on one person
  - stimulates pursuit of excellence through progress and change



# AU Award

- AU Teaching Effectiveness Committee sponsorship
- Administrative support attained (\$30,000)
- Initially named after University Senate (to secure academic buy in)
- Teaching Effective Committee developed award criteria and makes selections
- Award funds administered by Biggio Center





# AU Award (grant & award hybrid)



## Key elements:

- Recognition & Development (plaques & ceremony)
- \$30,000--\$10,000 for each of 3 years
  - At least 50% of the funds must be allocated toward the support of activities that enhance teaching and learning within the department (three-year development plan required)
  - The remaining funds can be used at the department's discretion
- Public / Campus recognition
- Review process—Pre-application then Application



# Recent Timetable

- December 9, 2015 Pre-announcement to departments and faculty
- January 13, 2016 Formal announcement to solicit proposals for Departmental Award for Excellence in Education
- January 29, 2016 Information at Conversations in Celebration of Teaching (CCT)
- March 1, 2016 Deadline for the submission of proposal
- March 11, 2016 Finalists selected for oral presentations to the Teaching Effectiveness Committee
- April 8, 2016 Oral presentations to the Teaching Effectiveness Committee
- April 15, 2016 Committee makes recommendation to President of the recipient of the 2016 Department Award for Excellence In Education
- May 6, 2016 Funds loaded to department routing

# AU Award (grant & award hybrid)

Selection based on:

- 1) a description of the **department's efforts to improve teaching and learning**,
- 2) **evidence of teaching excellence** showing the relationship between teaching and improved student learning, and
- 3) a **professional development plan** (with budget of the award funds) that outlines three years of proposed teaching and learning enhancement activities.



# AU Award (grant & award hybrid)



The written proposal is judged on the following criteria.

1. The department's commitment to sustained teaching and learning. The narrative should contain a departmental profile that describes :
  - i. The **teaching/learning mission of the department** and philosophy of teaching
  - ii. An overview of the **curriculum and teaching program and narrative of department- sponsored activities** that establish commitment to learning excellence.
2. Ongoing **assessment and improvement of teaching and learning**  
--how the department engages in assessment of learning competency and applies that knowledge to continual improvement in the department culture of learning excellence.



# AU Award (grant & award hybrid)



The written proposal is judged on the following criteria.

3. **Faculty development for teaching** and evidence of scholarship of teaching and learning

Provide evidence for faculty development activities and scholarship of teaching and learning.

4. Provision of **resources for students**.

Provide evidence that the department is involved in helping students succeed in their classes and have the tools necessary for success upon graduation

5. A three year **professional development plan**

a. describe teaching enhancement activities the department plans to accomplish that will contribute to the teaching and learning culture at the department, college and university.

b. Budget for the three year project



**Auburn University**  
**Departmental Award for Excellence in Education**  
**2014 Pre-Proposal Evaluation**

Please rate each section in the Pre-Proposal on a scale of 0 to 10 points using the following:

0 = Did Not Address the Subject; and

10 = Did an Outstanding Job in Addressing the Subject

<b>DEPARTMENT</b>	Teaching/Learning mission of the department	Departmentally sponsored activities that establish a commitment to learning excellence	Engagement in learning assessment and improvement in learning excellence including scholarship and plans	Total Points	<b>Comments</b>

<b>Auburn University</b>							
<b>Department Award for Excellence in Education</b>							
<b>Portfolio of Education and Learning Excellence</b>							
<b>Evaluation Form</b>							
Evaluator: _____							
<b>Department</b>	Section 1. Commitment to Sustained Excellence in Teaching and Learning	Section 2. Ongoing Assessment & Improvement of Teaching and Learning Quality	Section 3. Faculty Develop. For Teaching	Section 4. Provision of Resources for Students	Section 5. Linking Discovery, Creative Activity, & Engagement w/ Teaching and Learning	Section 6. Strength of Departments Three-Year Professional Development Plan	Overall Depart Score
<b>Points</b>	(10 pts)	(10 pts)	(10 pts)	(10 pts)	(10 pts)	(50 pts)	



# AU Award Summary

Results over three years:

- 20 department applications from 7 different colleges (faculties)

Winners thus far:

- Mechanical Engineering (2014)
- Biosystems Engineering (2015)
- Geosciences (2016)

[www.youtube.com/watch?v=3H8fzSnemBw](http://www.youtube.com/watch?v=3H8fzSnemBw)





# Examples



- ✓ Annual department **faculty retreat** to discuss assessment of project activities and conduct **curriculum planning**
- ✓ Conduct curriculum community sessions
- ✓ **Develop case studies** and design activities; Pilot test case studies and design activities ; Refine case studies and design activities
- ✓ Develop and implement **cross cultural activities**
- ✓ Develop and implement plans for alumni/industry interaction
- ✓ **Curriculum mapping** and course revisions
- ✓ **Apprenticeship and student-student mentoring; peer teaching**
- ✓ High-impact **active-learning practices**; redesign courses
- ✓ New approach to augment current teaching and learning initiatives - feedback from stakeholders including undergraduate students, graduate students, employers, parents and faculty.
- ✓ Programs **student-produced learning modules** in introductory courses; student-led tutoring in upper-level classes; **faculty-led flipped segments** of courses; establishing **closer ties with industry** through internships and guest lectures; and enhancing **undergraduate research** pathways.
- ✓ Professional use of **technology**

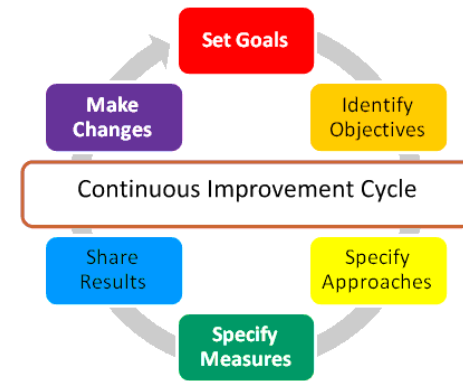


# Observations and Learning Outcomes



- Review process
- Feedback to departments
- Posting of winners proposals
- Celebration (CCT & annual awards)
- Dissemination across campus
- Winning departments
- Other incentives
  - Low repeat submission

# Next Steps/Research Plan



- Need to determine **impact** to departments and campus
- **Areas to modify** – amount, process / rubrics

## During award

- Number of academic units involved
- Quality of discussions
- Impact on conceptions of teaching
- Impact on teaching/learning
- Student feedback/perceptions





# Discussion and Q & A

Help!

