



# FACULTY ACADEMY ON EXCELLENCE IN TEACHING

Inspiring Innovation and Excellence, Continually Learning and  
Sharing Best Practices in Teaching, and Supporting Colleague and  
Student Success:

**FACET's 2016 Strategic Plan**

Presented to  
Executive Vice President John Applegate

By  
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Director, FACET

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Dear Vice President Applegate:

I am pleased to present you FACET's strategic plan, *Inspiring Innovation and Excellence, Continually Learning and Sharing Best Practices in Teaching, and Supporting Colleague and Student Success*. This plan is in response to your charge earlier this year to align FACET's activities with Indiana University's Bicentennial Strategic plan and the regional campuses' strategic plan.

Your charge highlighted several characteristics of FACET that resonated with the strategic planning taskforce by touching precisely on core values of the organization: its culture that values and promotes "intentional teaching," its grassroots, cross-campus composition of faculty, and its commitment to building and supporting a teaching community. You also emphasized avenues through which FACET engages with the University: its complementary role with campus centers for teaching and learning, its publications, its outreach to part-time and non-tenure-track faculty, and its role in promoting techniques for measuring teaching effectiveness.

Building on these core values and looking specifically at our organization's composition as a grassroots, cross-campus, and faculty-driven community, we identified four large goals and 33 implementation actions. These goals and actions will allow us to carry out and honor our mission, vision, and values and to advance IU's and the regional campuses' strategic plans. FACET intends to support IU's teaching mission in a robust fashion through implementation of its goals, and we will revisit and make incremental improvements to these actions where expeditious to best pursue the strategic plan.

I appreciate Deb Dunbar, IUHR's Director of Organizational Development and Compensation, and the taskforce members who helped bring this plan to fruition: Julie Saam (IUK), Yvonne Zubovic (IPFW), Faye Camahalan (IUS), Laura Romito (IUPUI), Lee Kahan (IUSB), Edwina Helton (IUE), Rasul Mowatt (IUB), Gianluca Dimuzio (IUN), and David Malik (IUPUI). I would be remiss if I did not mention that the taskforce included faculty from all IU campuses, long-time FACET members, new FACET members, members highly engaged in FACET's leadership, and members who simply wanted to be involved in this discussion. My gratitude also goes out to the many members of FACET's steering committee who provided valuable ideas and feedback at a very busy time of the semester.

FACET is building on a strong foundation honed by its committed membership and exceptional leadership since 1989. FACET's aspirational vision is a democratic vision in which IU regards student success as pivotal to the future of our communities and state. This plan includes reachable goals to achieve this vision.

Michael Morrone  
Director, FACET

## FACET Mission Statement

FACET is a dynamic, collaborative community of distinguished Indiana University faculty who are dedicated to and recognized for excellence in teaching and learning. FACET advocates pedagogical innovation, inspires growth and reflection, cultivates the Scholarship of Teaching and Learning, and fosters personal renewal in the commitment to student learning.

## FACET Vision Statement

IU and its faculty promote, nurture, and recognize excellence in teaching and learning within and across campuses, schools, and disciplines.

## FACET Values

FACET members believe in the pursuit and actualization of **learning, innovation, community, collegiality, reflection, collaboration, and justice**.

## Goals and Actions Overview

Since 1989, FACET has actively engaged in promoting, nurturing, and recognizing excellence in teaching and learning. FACET members demonstrate leadership in pedagogical innovations, faculty development, service on behalf of teaching, and Scholarship of Teaching and Learning. Through our programs, events, and services, we hope to share ideas, particularly best practices in teaching and the measuring of teaching effectiveness, inspire sound pedagogical innovation and excellence, and support our colleagues' and students' pursuit of efficient and successful learning. FACET's goals and respective action items advance the following actions in Indiana University's Bicentennial Priorities and Blueprint 2.0, The Bicentennial Strategic Plan for the Regional Campuses:

### **Bicentennial Priority 1 (Commitment to Student Success)**

- ❖ Action 4 (enrichment and efficiency in education)
- ❖ Action 6 (overall quality)

### **Bicentennial Priority 2 (Community of Scholars)**

- ❖ Action 1 (a scholarly community)
- ❖ Action 2 (statewide networks of faculty)
- ❖ Action 3 (professional development)
- ❖ Action 4 (leadership development)
- ❖ Action 5 (convening academic conferences)

### **Blueprint 2.0, The Bicentennial Strategic Plan for the Regional Campuses of Indiana University, The Collaborative Imperative**

- ❖ Action A (support and simplify collaboration)

## **Blueprint 2.0, The Bicentennial Strategic Plan for the Regional Campuses of Indiana University, Shared Strategies for Regional Campus Excellence**

- ❖ Action 1A (support innovation and excellence in teaching and learning through developing and sharing best practices)
- ❖ Action 1C (promote and support faculty excellence in teaching and scholarship)

### **Goal 1. Advancing the quality of teaching and learning through dissemination of best practices**

- Engage in campus teaching and learning events about best practices especially by partnering with campus teaching and learning centers
- Disseminate best practices through all publication avenues: FACET's journals, Quick Hits, FALCON, the FACET Retreat, FACET member presentations and publications at campus, regional, national, and inter-national conferences
- Develop new Quick Hits model to support the use of open educational resources at IU and development of open repositories such as Canvas Commons and Unizin
- Expand peer review to address more specifically face-to-face, hybrid, and online modalities
- Create avenues to identify best practices in collaboration with students
- Continue focusing annual Future Faculty Teaching Fellows Summer Institute programming on best practices
- Support UITS Learning Technology initiatives

### **Goal 2. Promoting robust evaluation of effective teaching and authentic learning**

- Partner with campus teaching and learning centers and administration to promote and recognize the importance of evidence of student learning
- Partner with campus teaching and learning centers to develop workshops and programs that help faculty, especially new faculty, develop a variety of methods to demonstrate teaching effectiveness and authentic learning
- Incorporate and identify sessions at FALCON, the Annual Retreat, and campus programs and events that focus on evidence of teaching effectiveness and authentic learning
- Publicize techniques for evidencing teaching effectiveness and authentic learning in journals, chapters, and other media
- Participate in promotion and tenure committees
- Participate in teaching award selection committees
- Coordinate efforts with VCAA's and appropriate faculty governance bodies

### **Goal 3. Unifying faculty in a community and culture of teaching and learning excellence**

- Initiate and support an integrated approach to cross-campus collaborative SoTL research

- Synergize FACET initiatives with those of UITS, campus teaching and learning centers, and VCAs
- Identify campus committees committed to teaching and learning and communicate annually with them to share information about FACET programs, events, and services
- Disseminate outcomes from Leadership Institute projects
- Streamline IU-wide communications about FACET events that are open to all faculty
- Begin an annual FACET Recognition of Teaching Excellence Awards event to recognize specific accomplishments of teaching excellence
- Develop and publicize cross campus teaching and learning events, especially in partnership with campus teaching and learning centers
- Assure place for “rejuvenation” as part of FACET’s function, especially at the Annual Retreat
- Develop an online portal that pools and categorizes IU’s wide umbrella of resources that support and facilitate faculty professionalism and development
- Increase outreach to non-FACET members
- Include new FACET members in FACET leadership to prepare them for future leadership roles

#### **Goal 4. Furthering IU faculty engagement with FACET’s publications as evidenced by widespread readership, contribution to the publications, and impact on teaching and learning**

- Achieve and sustain best of class acceptance/rejection rate compared to peer journals
- Manage review process to minimize time from article submission to receipt of quality reviews and a final ruling on article acceptance or rejection
- Reestablish active editorial boards
- Integrate journal activity more prominently in FACET messaging
- Increase number of IU-affiliated reviewers and reviews
- Increase number of IU-affiliated article submissions
- Seek approval for copyright policies that allow the journals to follow current best practices for open access journals
- Target IU-affiliated journal article authors and Quick Hits authors for FALCON sessions, retreat sessions, and other campus teaching and learning programs and events