

Goal 1: Part 4

Enhance faculty development opportunities targeted toward improving the daily teaching learning process and reward faculty for their participation and for incorporating high-impact practices into the classroom and curriculum.

A. Introduction and Background

Student success includes much more than standard classroom learning. It is imperative for our university to increase avenues for learning by implementing a system that incorporates high-impact practices. Research identifies high impact practices as educational experiences that are meaningful, require student action and participation, and that contribute to the life-long learning of the student. High-Impact practices that have been identified by the Association of American Colleges and Universities include the following: First-Year Seminars and Experiences, Common Intellectual Experiences, Learning Communities, Writing-Intensive Courses, Collaborative Assignments and Projects, Undergraduate Research, Diversity/Global Learning, ePortfolios, Service Learning, Community-Based Learning, Internships and Capstone Courses and projects.

Students and faculty in the town hall meetings identified some of these high-impact practices, such as undergraduate research, as a high need area. All of these high-impact practices can be found in some capacity in the different units on ECU's campus. However, the implementation is sporadic and unsystematic. To encourage faculty to implement high-impact practices a system is needed to recognize and reward those who put these practices into operation. We, as a university, must provide the support necessary for faculty to attend workshops and meetings to gather information needed to implement effective pedagogical practices. Research shows that these methods increase student engagement and ultimately retention.

This strategy will include the following:

- a. Increase funding to support travel and fees
- b. Provide incentives (time or money commensurate with effort) for grant writing and/or mentoring undergraduate research.
- c. Modify faculty handbook to clearly explain intellectual property procedures
- d. Reward faculty for innovative practices (innovation with community partners, innovative teaching ideas, integrated assignments)
- e. Support faculty engagement in high impact practices related to the pedagogy of teaching, engagement, and inquiry.

B. Contribution to Other Goals

Goal 2: Enrollment Management (increase retention rates by more engagement in research and classroom)

Goal 3: Inclusive and dynamic experience (enhance learning experiences)

Goal 4: Communication (improve student/faculty relationships for better communication)

Goal 5: Revenue (Research grants will increase university revenue)

C. Specific Actions, Elements, Steps, and Timelines

- Examine all student fees to see if there is a sufficient amount raised and/or allocated to meet professional travel needs. If not, Increase student fees to fund faculty development (paperwork by December, 2018)
- Pursue alternative funding sources to support faculty travel (on-going)
- Identify to what extent faculty are already involved in High-Impact practices (possibly a survey in spring 2019)
- Re-implement grant writing initiative (for fall 2019)
- Allocate department or unit money to be used to hire adjunct faculty when an identified large grant could be pursued by a faculty member (work into fall 2019 budget)

- Implement a campus-wide High Impact Practices award (much like teaching excellence to be given during the employee recognition banquet) spring 2020
- Create a First Year Experience Model for ECU students
- Highlight high impact practices as a “value added” component to ECU’s experience (identify a specific number)

D. Potential Models and Useful Information

Wooldridge, D., Poirer, S., and Matuga, J. Quality Online Learning in Higher Education, 2018: Encyclopedia of Information Science and Technology, Fourth Edition.

High-Impact Educational Practices: What They Are, Who Has Access to Them, and Why They Matter, by George D. Kuh (AAC&U, 2008).