

Characteristics of Effective Faculty Development Programs

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The Collaboration for the Advancement of College Teaching & Learning

Effective faculty development programs:

1. Reflect and enhance the institution's mission, values, and strategic goals.
2. Enjoy broad faculty ownership and participation, including involvement in key leadership roles.
3. Receive strong, consistent, and visible support from administration, including adequate and reliable financial resources.
4. Collaborate effectively with other institutional programs aimed at improving teaching and learning.
5. Address clearly defined priorities through a limited range of activities.
6. Are visible to and valued by the campus community, including those who are not direct beneficiaries.
7. Emphasize sustained programs rather than one-shot workshops.
8. Emphasize interaction and collaboration among faculty and between faculty and students over opportunities for individual leaves or released time.
9. Support, stimulate, and reward faculty at different career stages, including those who are considered outstanding teachers.
10. Challenge and broaden local perspectives through exposure to a wider scholarly dialogue on teaching, learning, and faculty development.
11. Have knowledgeable, professional, and effective faculty development leadership and management.
12. Produce measurable changes in teaching strategies, course content, curricula, or other programs that contribute to improved student learning.
13. Use evaluation effectively to document and strengthen participation, satisfaction, and program impact.

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