NM STATE | Teaching Academy

Strategic Plan—January 2023

Vision

The Teaching Academy enhances student success in the classroom and online and helps NMSU educators develop extraordinary teaching lives embedded in exceptional careers.

Mission

The Teaching Academy provides robust professional development in classroom and online teaching, scholarly writing, diversity, and career enhancement (leadership, mentoring, and promotion and tenure).

Goals

Enriching teaching, Improving learning, Advancing scholarship, Enhancing careers, Fostering diversity, Building community

Values

Service. As service providers, we advance the agenda of the institution's leaders, including the provost, deans, department heads, and faculty.

Leadership. As leaders, we set the tone and pace for faculty development.

Life-long Learning. As life-long learners, we adopt the motto, "Who dares to teach must never cease to learn."

University Goal 1: Enhance Student Success & Social Mobility

University Leading Indicators: Student learning, grades, and persistence

TA Goals	Actions	Indicators
Enriching Teaching; Improving Learning	We responded to requests from five faculty and graduate student focus groups and from the VPAA of DACC to present various workshops "on demand." These include workshops on DEI, grading, classroom management, neurodiverse students, building online community, and community college teaching.	Workshops developed and offered in 2023; indicators include number of workshop sessions presented, participation numbers, and participant evaluations
	Double the number of event sessions focused on digital learning to address this pressing need and growth area.	Double event sessions focused on digital learning from 14 in 2022 to 28 in 2023.
	Director and associate director develop and teach a synchronous course with a robust Canvas component that can be mined by instructors for ideas. Teaching again will also keep director and associate director teaching skills sharp, keep us in touch with current students, continue to build credibility among faculty, and develop workshops on student peer review, teaching controversial subjects, and/or teaching discussion-based courses.	Canvas component will have undergone peer review by DFFs and be finished and ready for further review by end of 2023. Course taught in Spring 2024. Workshops on student peer review, teaching controversial subjects, and/or teaching discussion-based courses offered in 2024-2025.

TA Goals	Actions	Indicators
Enriching Teaching; Improving Learning	Lead DFFs as they develop and lead workshops on self- and peer-review of teaching.	Successful roll out in terms of participation and participant evaluations in 2024.
	Lead DFFs as they publish the beginnings of a Canvas course and/or website page about course design.	Canvas course or webpage on course design posted in 2023.
	Lead DFFs as they design a strategic plan for 2023-24 DFFs and write a job ad based on it.	Pending funding, DFF job ad distributed to all faculty in summer of 2023.
	Lead DFFs as they identify the universe of available rubrics, evaluate them, and adopt or adapt a rubric(s) for effective teaching.	Rubrics adopted or adapted in 2023.
	Pending new staff with a focus on hybrid/simulcast teaching, conduct a major new initiative on same to be defined in conjunction with the new hire and Sherry Kollmann.	These efforts will be in the planning stages in 2023 and will bear more fruit in 2024.
	Pending new staff with interest and expertise, offer "sparkshops" (short workshops) to reach out to departments, as a pilot.	Pilot in Fall 2024.
	Eliminate intensive year-long ACUE course from programming. This will save $55,000 and much staff time, thereby allowing us to do all the tasks proposed elsewhere.	Eliminate ACUE in Fall 2023.

University Goal 4: Build a Robust University

University Leading Indicators: Employee satisfaction, productivity, retention, and excellence; leadership development

TA Goal(s)	Actions	Indicators
Building Community	Enhance publicity to build participation.	For spring 2023, encourage internal presenters to promote their workshops with their peers.
		For spring 2023, begin writing more persuasive publicity based on input from a PhD in persuasion whom we hired to train us in persuasive publicity.
		For fall 2023, experiment with creating uniquely formatted flyers with less text for each event.
	Increase workshops in the classroom rather than virtually to build community.	Increase events in the classroom from 4 in 2022 to 10 in 2023.
		Incentivize participation by scheduling meals with classroom offerings. Provide 5 meals with workshops in spring 2023.
	Coordinate networking event to build community.	In spring 2023, coordinate the first-ever recognition dinner and brainstorming session for Digital and Teaching Academy Fellows.