

FACETS

Faculty Colloquium on
Excellence in Teaching

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A community of faculty, dedicated to and recognized for excellence in college teaching and learning. Members are advocates for educational excellence in their classroom, on campus, and across the University.

2002 Indiana Faculty Leadership Institute

Action for Diversity and Equity Within the Major

May 28-31, 2002

University Place Conference Center
Indianapolis, Indiana

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The 2002 Indiana Faculty Leadership Institute promises to be an engaging conference as Indiana University and Purdue University move into the third year of their joint Diversity Initiative. Sponsored by the Office of the Vice President for Student Development and Diversity and FACET, the Institute will help faculty outline the developmental journey for students within their major. Each of the IU and Purdue campuses has been invited to send a team of four faculty, one member from each of the following disciplines: Humanities, Social Sciences, Science, and Professional Schools (Business, Education, Nursing). The faculty will work to identify outcomes/competencies, courses, and activities, to prepare students, during each of their four years, to live and work in a diverse world.

Faculty will be engaged in four days of intense activity designed to help them diversify the curriculum. Several national experts will lead the Institute discussions. On May 29, Dr. Marcia Baxter Magolda, Professor of Educational Leadership, Miami University, will outline a developmental perspective related to diversity teaching and learning. She has recently published three books on the subject, *Creating Contexts for Learning and Self-Authorship: Constructive-Developmental Pedagogy*, Vanderbilt University Press, 1999, *Teaching to Promote Intellectual and Personal Maturity: Incorporating Students' Worldviews and Identities into the Learning Process*. *New Directions for Teaching and Learning*. Jossey-Bass, 2000, and *Making Their Own Way: Narratives for Transforming Higher Education to Promote Self-Development*, Stylus Publishing, 2001.

During the last two days of the Institute, faculty will work with Jeana Abromeit, Associate Professor of Social Science and Chair of the Curriculum and Diversity Interest Group at Alverno College. She will help faculty learn to design and assess diversity outcomes/competencies throughout a major curriculum program. Alverno College for the past twenty years, has led the national conversation on outcome assessment. Team

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Leadership Institute

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Members will be prepared to return to their campus and lead a curriculum transformation discussion within and beyond their respective disciplines. Our plan is that more major programs will have a strategic plan outlining student diversity outcomes, courses, and activities for students to achieve these goals.

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We are delighted to welcome this year's 25 new members who will be honored at the Fourwinds FACET retreat, May 17-19, 2002.

IU Bloomington

Matthew Auer, Public and Environmental Affairs
Valerie Dean O'Loughlin, Medical Sciences
Margaret Sutton, Educational Leadership & Policy Studies

IU East

Laverne Nishihara, English

IPFW

Dan Coroian, Mathematical Sciences
Mike Slaubaugh, Accounting and Finance
Lesa Vartanian, Psychology

IUPUI

Julie Freeman, English
Karen Johnson, English
Kathy Johnson, Psychology
Anastasia Morrone, School of Education
Deanna Reising, School of Nursing
Jeffrey Watt, Mathematical Sciences
Eric Wright, Sociology

IU Kokomo

Steve Cox, School of Business

IU Northwest

Jon Becker, Mathematics
Geoff Schultz, Education
Robert Wollons, History

IU South Bend

Louise Collins, Philosophy
Betsy Lucal, Sociology
Gail McGuire, Sociology

IU Southeast

Janardhanan Also, School of Business
Deborah Finkel, Psychology
Elaine Haub, Chemistry
Christa Zorn, English

Top 10 Attributes of Faculty Leadership

*Excerpted from Barbara Cambridge's Presentation
AAHE Conference on Faculty Roles and Rewards
January 1998, Orlando, Florida*

- 1. Leaders can be non-positional.** John Gardner, in his book, *On Leadership*, lists five skills of a leader (*agreement building, networking, exercising nonjurisdictional power, institution building and flexibility*) and admonishes us not to confuse leadership with status or official authority. Effective non-positional leaders spur the abilities of those in official offices. Faculty need to realize their potential for non-positional leadership for non-positional leadership.
- 2. Leaders generate and direct energy.** A leader is a catalyst for collective action. Helen Astin and Carole Leland in their book, *Women of Influence, Women of Vision: A Cross-Generational Study of Leaders and Social Change*, say that power is about "energy, not control."
- 3. Leaders are accountable for the outcomes of their institutions.** Institution building appears on John Gardner's list of leadership skills, and faculty can and must be institution builders beyond the confines of their departments.
- 4. Leaders base action on information.** Leaders do not rely on opinion and preference as the foundations for their work, but on information. When faculty begin to take on non-positional leadership, they must have an opportunity to learn what they don't know, and base decisions on information.
- 5. Leaders create networking.** The isolation of faculty members who rarely leave their own departments or campus works against assumptions of non-positional leadership.
- 6. Leaders build toward agreement.** A leader strives for "compromise without giving up convictions." "Faculty leadership is the ability to move people to do things they may originally not have been inclined to do." And "A leader is an individual who can mesh his or her own personal view of the future with the collective wisdom of colleagues in such a way as to achieve meaningful goals and objectives." (Comments from faculty attending various Indiana Faculty Leadership Institutes)
- 7. Leaders are emergent and flexible.** A faculty member takes on non-positional leadership when the community needs it, with each person becoming a leader according to his ability. One of Gardner's five leadership skills is flexibility, which is the ability to change according to need and circumstances.
- 8. Leaders shape discourse.** Faculty need to recognize that they are leaders when they shape the discourse about issues within the university.
- 9. Leaders generate an inviting work environment.** The risk taking of leadership should be supported with the best possible welcoming environment, whether that is the classroom or the boardroom.
- 10. Leaders model best practices.** A tyrant who advocates collaboration is not to be believed. A leader who speaks out for attributes and practices that he or she violates loses some of his or her ability to create change.

P.A. Mack and The P.A. Mack Award for Distinguished Service to Teaching

Before being appointed to the Indiana University Board of Trustees in 1991, P.A. Mack served as administrative assistant to U.S. Senator Birch Bayh and was vice chairman of the National Credit Union Administrative Board under Presidents Carter and Reagan. He was also president of the American Association of Retired Persons.

As an IU trustee and member of the Indiana Commission for Higher Education, P.A. chaired the university-wide Joint Commission on Learning. This initiative focused on the role of teaching and research in promoting student achievement and on ways to support continuous faculty and program development. He was co-creator of the Teaching Excellence Recognition Awards, which provide funding for exemplary IU faculty, and served on the dean's advisory council of the IU Kelley School of Business.

In 1993, P.A. and his wife, Marian, attended the FACET Retreat as guests. They left as friends and working partners to this relatively new IU enterprise. In subsequent years, the Macks joined in many sponsored FACET programs, sharing their own love of learning and commitment to teaching excellence with that of the members of this unique university "teaching academy." During the next several years, P.A. never hesitated to suggest improvements or voice his views regarding FACET activities. He also told FACET's story to the trustees – and occasionally to the world.

"And many of us," states former FACET Director, Eileen Bender, "have had the interesting experience of having P.A. 'sit in' on one of our classes...his questions usually engaging the students and making them curious about this unexpected visitor. Many of them probably never had considered going to class as a form of high level 'recreation,' something done for the pleasure of learning. Those visits also made him an even more effective advocate for FACET."

In 1997, P.A. was made an honorary FACET member and two years later, on FACET's 10th anniversary, he was honored with the first P.A. Mack Award for Distinguished Service to Teaching. According to Eileen, this award was an effort to "honor a very special friend of FACET, a man who, through a lifetime of public service, had demonstrated exceptional support for the University's efforts to strengthen the art and science of teaching, and in so doing, to recognize those who have devoted their lives to this most honorable profession."

She goes on to say that FACET is "here in large measure because of P.A.'s unwavering commitment to Indiana University and his dogged insistence that teaching excellence must be recognized as a central function of any world class university."

To win the P.A. Mack Award, nominees must exhibit exemplary contributions to university teaching. Subsequent award winners included Janet Donley, East Asian Languages and Culture, IU Bloomington, Randy Osborne, (formerly of IUE), Chair of the Psychology Department, Southwest Texas State University, and Ken Gros Louis, Chancellor Emeritus and Trustee Professor, IU Bloomington. To find out more about award eligibility, nomination and selection process, and rewards, see the FACET website at <http://www.iupui.edu/~facet/mack.htm>. The 2002 P.A. Mack Award will be presented at the FACET Retreat at the Fourwinds Resort and Marina on May 18, 2002.



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Eileen Bender
Former FACET Director



Marian Mack Endowment for Scholarships and Teaching Excellence Award

P.A. and Marian Mack shared FACET's vision of teaching as a work always "in progress," as reflected in FACET's mission. They wanted not only to recognize outstanding performance in teaching, but to perpetuate that excellence and promote its expansion and enhancement through the support of continuing explorations in teaching led by award-winning faculty. A former teacher herself, Marian Mack was a knowledgeable and enthusiastic participant in FACET convocations, workshops, and innovative demonstrations of outstanding pedagogy and practice until her death in 2001.

At her memorial service in January, 2002, the Mack family announced their intention to create an endowment in her honor to promote teaching excellence at Indiana University.

The proposed endowment represents an unusual and noteworthy partnership between private citizens and the university, with one major purpose: to serve as a living memorial to Marian Mack by supporting Indiana University's ongoing commitment to excellence in teaching and learning. Resources donated to this Endowment will be matched by Indiana University (IU Foundation). Through FACET, funds generated by the Mack Endowment will be directed toward activities with exceptional merit and promise of advancing teaching and learning.

FACET directors, Sharon Hamilton and Bob Orr, will share the latest information on this Endowment at this year's FACET Retreat.

Peer Review CD Project Meeting

Everyone is welcome to join us for a Peer Review CD Project Meeting at 4:00 on Friday afternoon at Fourwinds. We hope you will stop in as we discuss the CD's progress. We invite questions and suggestions about individual sections of the project.

We will also have a videographer at Retreat to tape examples, plus some staged short segments for the beginning of each section. Even if you are not creating a section of the CD, please consider volunteering for one of the staged segments. Anyone interested, please bring a solid-color top in a basic/neutral color (blue, green, tan, red, gold, etc – not white and not a really bright color).

Raejean Young
FACET Coordinator



SPECIAL FACET MEMBERSHIP NEWS

FACET members have outdone themselves this time with prestigious awards and remarkable (also sometimes surprising) accomplishments.

Doug Barney, Associate Professor of Business Administration, IU Southeast, **took an acting class** this past semester. He says, "My background is strong in the mathematical disciplines (genetics, accounting), and soft in the liberal arts. I am trying to broaden my horizons."

Steve Carr, Associate Professor of Communication, IPFW, received **\$27,000 from the United States Holocaust Memorial Museum** to serve as a scholar in residence in Washington DC for the 2002-03 academic year. He also received an **NEH grant for \$5,000** to work on the same project: a follow-up volume to his first book, *Hollywood and Anti-Semitism*. This second book will address the relationship between the film industry and the growing awareness of the Holocaust after World War II.

Paul Eisenberg, Professor of Philosophy at IU Bloomington, won the **President's Award**. According to Karen Hanson, Rudy Professor and Chair in the IUB Department of Philosophy, "Paul has never been less than fully dedicated to teaching, never less than superbly prepared and intellectually conscientious, never less than sincerely respectful of the deepest ideals of the academy."

Eugenia Fernandez, Assistant Professor of Computer Technology, IUPUI was granted **tenure and promotion**.

Mary Fisher, Associate Professor of Nursing and Adjunct Associate Professor of Public Health, IUPUI, has a **PEW (Pew Charitable Trusts) mini-grant** to evaluate a component of PBL (Problem Based Learning) in her Spring courses in the MSN in Nursing Administration. She will be completing an electronic course portfolio for that. In addition, she has been elected **President of the IUPUI Faculty Body** for the next two years. She also has been selected to represent IUPUI at the **Bryn Mawr Summer Institute for Women in Higher Educational Leadership** this summer. She says this is enough to "keep me off the streets!"

Tanice Foltz, Associate Professor of Sociology and Director of Women's Studies, **Cynthia O'Dell**, Associate Professor of Psychology and Associate Professor of Women's Studies, **Robin Hass**, Assistant Professor of English and Assistant Professor of Women's Studies, **Roberta Wollons**, Professor and Chair of the History Department, and **Mary Russell**, Professor of English, performed in the **Vagina Monologues** at IU Northwest. The Monologues were to raise awareness

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FACET Member News

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about violence against women and to raise money for the Rainbow Shelter for Battered Women and the Women of Afghanistan. Performances and fundraising brought in more than \$4,000.

Sharon Hamilton, Chancellor's Professor of English, Director of Campus Writing, and Director of FACET, IUPUI, won the **2002 Chancellor's Award for Excellence in Teaching**. In his congratulatory letter to her, Chancellor Bepko said, "Your entire career has been dedicated to teaching and your impact now has become more that of a 'teacher of teachers' who inspires and motivates other faculty."

Brenda Knowles, Professor of Business Law and Director of the Honors Program at IU South Bend, received the **Wilbert Hites Mentoring Award** during Founders Day ceremonies at IU Bloomington. Brenda says, "Mentors are the architects of dreams. They supply the scaffolding for our aspirations and our achievements."

Tom Kotulak, Associate Professor of Political Science, IU Southeast, received the **2002 Distinguished Teaching Award** at IU Southeast and also the **Lilly Introductory Course Revision Award** for his work with Introduction to Political Theory. In addition, along with Steve McShane, Curator of the Calumet Regional Archives at IU-Northwest, he was awarded an **Intercampus Research Grant** to support his upcoming sabbatical research on the political career of former congressman, Ray Madden (Indiana's First Congressional District).

Cathy Larson, Associate Professor of Spanish and Portuguese and Adjunct Associate Professor of Gender Studies at IU Bloomington, won the **Frederic Bachman Lieber** teaching award this spring.

Dave Malik, Professor of Chemistry, IUPUI, was chosen **Chancellor's Professor**. In his recommendation letter, **Jerry Powers** says of him, "David has emerged as one of those unique individuals who has somehow managed to establish a national identity within his academic discipline in ways that have had a profound and substantial impact on the University and beyond."

Cynthia O'Dell, Associate Professor of Psychology and Associate Professor of Women's Studies at IU Northwest, received the **Founder's Day Teaching Award**.

Kathy Parkison, Associate Professor of Economics, Director of the IUK Center for Economic Education, proudly announces that her **SIFE (Students in Free Enterprise) team won their Regional competition in St. Louis** in April and will compete at Nationals on May 13th and 14th in Kansas City.

Bernice Pescosolido, Chancellor's Professor of Sociology, IU Bloomington, received the department's **2002 Mentoring Award**, given by the graduate students.

Jim St. Clair, Associate Professor and Program Coordinator of Journalism, and **Linda Gugin**, Professor and Program Coordinator of Political Science, IU Southeast, have written a book titled, **Chief Justice Fred M. Vinson of Kentucky: A Political Biography**, published by University Press of Kentucky. Fred M. Vinson served under President Franklin Roosevelt in the U.S. Circuit Court of Appeals for the District of Columbia. Roosevelt later named him to key executive-branch positions including director of Economic Stabilization and director of War Mobilization and Recovery. President Harry Truman appointed him Secretary of the Treasury and then Chief Justice. He was also Truman's close friend and "poker buddy." During Vinson's tenure as Chief Justice, the Supreme Court was embroiled in critical issues affecting individual rights during the cold war and racial discrimination.

Georgia Strange, Associate Professor of Fine Arts, IU Bloomington, became the **Director of the School of Fine Arts** in July. She also has a **solo exhibition** of her work in the South Bend Regional Art Museum until early June.

Melinda Swenson, Associate Professor of Nursing and Director, Family Nurse Practitioner Major, IUPUI, won the **National League for Nursing Award for Excellence in Teaching**, based on outstanding performance in all aspects of nursing education.

Trustee's Awards this year went to **Jon Becker**, Director of Developmental Mathematics, **Bob Mucci**, Associate Professor of Anthropology, **Cynthia O'Dell**, Associate Professor of Psychology and Associate Professor Women's Studies, and **Jean Poulard**, Associate Professor of Political Science at IU Northwest. At IU Bloomington, this award was won by **Matthew Auer**, Associate Professor, SPEA, IU Bloomington.

Mentors are the architects of dreams. They supply the scaffolding for our aspirations and our achievements.

Brenda Knowles
IU South Bend