



2021-2022  
**ANNUAL  
REPORT**

CENTER FOR FACULTY  
DEVELOPMENT



**OLD DOMINION  
UNIVERSITY**



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# Who We Are



**Annette Finley-Croswhite, Ph.D.**, is director of the Center for Faculty Development and professor of history at Old Dominion University. She earned her B.A. from the University of Richmond and her Ph.D. from Emory University.

Dr. Finley-Croswhite's leadership encourages faculty to share knowledge, improve teaching skills, and engage in critical discussions about research, faculty life, and professional development.

As a scholar, Finley-Croswhite pursues research on religious and political violence. She has published three books and many articles, and has been funded by such agencies as the National Endowment for the Humanities. In 2015, ODU awarded Finley-Croswhite the title of University Professor. At the center she promotes pedagogical strategies tied to high-impact practices, including global and experiential learning.



**David Simpson** is the center's technical writer. He earned a B.A. from Virginia Tech and spent many years as an editor with The Virginian-Pilot and The Ledger-Star newspapers in Norfolk.

At the CFD he writes articles, edits documents, designs flyers, puts together the monthly e-newsletter FacSheet and the Annual Report, and supports the center in myriad ways tied to marketing and promotion. He often interviews faculty to showcase their expertise and publicizes the Provost's Spotlight events.

Simpson also works for ODU's Center for Learning and Teaching, where his duties include writing promotions, producing a monthly newsletter and an annual report, and editing online courses.



# Overview

Old Dominion University's **Center for Faculty Development (CFD)** supports faculty in the areas of teaching, research, and professional development. Center personnel work within ODU's vibrant intellectual community to promote innovative teaching, scholarly productivity, and development opportunities to meet faculty needs. The Center engages in meaningful and cross-disciplinary conversations and invites collaboration with units across the University landscape.

The center was founded in 2017. Annette Finley-Croswhite, professor of history and University Professor, is the founding director. Her responsibilities are split between the CFD and her home department, where she continues to hold teaching, research, and service responsibilities. The CFD director oversees two staff personnel. Tomeka Wilcher was the full-time educational program director until Jan. 31, 2022; the Center is reviewing applications to fill this position. The technical writer, David Simpson, worked for the Center eight hours a week. On July 11, 2022, he moved to the Office of University Communications as a public relations specialist.

The mission statement of the CFD underscores that the Center “provides comprehensive professional development opportunities for ODU instructional faculty at all levels and stages of their careers. Initiatives are designed to enhance the University's academic culture and support innovations in teaching, research, and mentorship. The Center offers a sense of shared community grounded in academic excellence.” Programming is developed throughout the year to give faculty avenues to improve their professional lives. The teaching and learning initiatives the CFD offers are based on the scholarship of teaching and learning (SoTL), and the vision of the Center underscores the critical relationship between instructional practices and student learning.

The CFD director provides direction for the center and determines what avenues will be pursued for faculty professional development. Center programming is devised in conjunction with larger University initiatives and plans as the director sits on the Provost's Senior Staff Committee and Provost's Council. The director reports to the vice provost for faculty affairs and strategic initiatives. In this capacity the CFD director also works closely with the director of the Office of Faculty Diversity and Retention and the senior international officer. The director of the CFD is evaluated annually in February by the vice provost for faculty affairs and strategic initiatives and the chair of the Department of History. Center staff are evaluated annually in May.

The review presented here is an annual update of CFD engagement and covers the reporting period, May 2021-April 2022.

# FacTalk



Check out our new podcast focusing on faculty research!

Want to be featured? Email the Center for Faculty Development at [cfid@odu.edu](mailto:cfid@odu.edu).




## BUILDING RELATIONSHIPS AND COMMUNITY IN THE CLASSROOM

This session led by Dr. Tomeka Wilcher will provide faculty with strategies that can create and nurture authentic relationships in the classroom.

**Tuesday, September 28, 11:00am**

From your colleagues at the Center for Faculty Development, [odu.edu/facultydevelopment](http://odu.edu/facultydevelopment)



FACULTY FORUM 

## COURSE COLLABORATION TOOL OVERVIEW

MONDAY, AUG. 16 @ 1PM

MONDAY, AUG. 23 @ 4PM

—

HOST: BRIAN EASTON, WITH DAVE HAMEL AND KARTHIK NAVULURI

An overview of how to create Zoom meetings for courses, auto-recording/auto-publishing course meetings in Blackboard, and new settings along with alternative options available for managing recordings in Kaltura My Media.

Presented by Information Technology Services and the Center for Faculty Development.



### Projects/Events/Collaborations

The CFD continued its COVID-19 focus to help faculty meet student needs while teaching during the pandemic in the 2021-2022 academic year. In fall 2021, however, the CFD also began to return to pre-pandemic strategies linked to promoting course-based undergraduate research and global learning. Simultaneously, the Center initiated efforts to help faculty create more inclusive classroom practices and environments, via CFD workshops, mentorship, and FacSheet newsletter. The Center continued long-standing events such as the Provost’s Spotlight, which in fall 2021 returned to a face-to-face format to honor Professor Lawrence Weinstein. The spring 2022 honoree was Professor Nina Brown.

In the period May 2021-April 2022, the CFD sponsored or co-sponsored 84 events, for a total of 2,159 participants. Of these, 441 participants were at CFD-only events while 1,718 of the participants were at events in which the CFD collaborated with other divisions on campus. The numbers do not reflect individual faculty or staff who often participated in numerous offerings.

CFD strategies to promote pandemic, high-impact and inclusive best practices were visible in the “Day of Teaching” on Sept. 17, 2021. This all-day event included offerings in the following areas: 1) Lessons Learned From the Pandemic: The Challenges of Teaching During the Surge of COVID-19 (panel discussion); 2) Accessibility & Advocacy; 3) Using Microsoft Teams and Google Drive for Teaching; 4) COIL—Collaborative Online International Learning (panel discussion); 5) Maintaining a Safe Classroom; 6) First-Year Success and Retention Initiative; 6) Flipped Classroom; 7) Teaching Writing; and 8) Grading Equity. The CFD also continued the Women’s Writing Forum during the academic year, and with a six-week-long writing forum in summer 2021 and a series of open writes in fall 2021. A new Center project involved the creation of a podcast series housed on the CFD website. Other workshop highlights included programs presented with ITS and CLT that focused on specific tools for online learning and information on the Canvas LMS migration. In the process, CFD Director Finley-Croswhite also became a Canvas Champion, one of the first 60 faculty to convert their courses to Canvas. The CFD also responded to an immediate global crisis with a February 2022 panel discussion focused on the War in Ukraine.



## Women's Writing Forum: Moving Forward

June 7-July 16

Announcing a new iteration of the Women's Writing Forum. Participants in last year's WWF acknowledged success in achieving their summer research and writing goals. Join us again this summer for a new format and new emphasis on increasing your scholarly productivity. Please use the sign-up link to register.

Presented by the Center for Faculty Development with the Office of Faculty Diversity & Retention.

[odu.edu/facultydevelopment](https://odu.edu/facultydevelopment)



# SYLLABUS DESIGN

## BEST PRACTICES FOR CRAFTING AN INCLUSIVE SYLLABUS

With host Dr. Annette Finley-Croswhite, director, Center for Faculty Development

**Tuesday, August 24, 11:00-11:45 a.m.**

From your colleagues at the Center for Faculty Development, [odu.edu/facultydevelopment](https://odu.edu/facultydevelopment)



## FALL 2021 PROVOST'S SPOTLIGHT



Honoring Dr. Lawrence Weinstein, professor of physics, Eminent Scholar, University Professor, and researcher at the Jefferson Lab.

**MONDAY, NOV. 1, 3:30 TO 5 P.M., UNIVERSITY THEATRE; RECEPTION TO FOLLOW**

Sponsored by the Office of Academic Affairs and the Center for Faculty Development



Several other specific programs brought the Center together with numerous divisions to engage strategic initiatives. The CFD helped to facilitate the second Provost's Leadership Development Series in partnership with the Office of Academic Affairs, the Center for Global Engagement, and the Office of Faculty Diversity and Retention. The semester-long program was designed to develop leadership skills in interested faculty; as part of the process, they worked in groups on specific projects. The Center offered administrative oversight of the series and created and maintained the WordPress site housing series materials. Center Director Annette Finley-Croswhite was also invited to host one of Academic Affairs' Monday Meet-up discussions featuring Sherif Ishak (Engineering), Vukica Jovanović (Engineering) and Dylan Wittkower (Arts and Letters).

In Spring 2022 the CFD reintroduced CURE grants to promote Course-based Undergraduate Research, and partnered with ODU's Center for Global Engagement (CGE) to participate in a three-week workshop for faculty offered by the State University of New York COIL (Collaborative Online International Learning). The COIL project seeks to connect U.S.-based faculty with international partners to work on joint-classroom assignments, expanding the reach of global education. Twelve ODU faculty took the COIL course and later spoke of their enthusiasm for international learning at a luncheon held at the end of the semester and hosted by the CFD, the CGE and Kate Hawkins, vice provost for faculty affairs and strategic initiatives.

David Simpson continued to edit the FacSheet newsletter, which faculty have praised. The FacSheet archive is here: <https://www.odu.edu/facultydevelopment>.

### Special Projects: Grants

During the period under review, Annette Finley-Croswhite led a team of faculty and administrators in producing an ADVANCE Adaptation grant, entitled "Re-envisioning Inclusive and Sustainable Excellence (RISE): Advancing Women in STEM at Old Dominion University (NSF 20-554)," that was submitted to the National Science Foundation in November 2021. The project involved over a year's worth of work, and while the outcome is still unknown, the proposal development occupied much of the CFD director's time in terms of research, writing and leading the team. Provost Austin Agho is the PI for the grant. Original team members included Drs. Kate Hawkins, Narketta Sparkman-Key, Vukica Jovanović, Mona Danner, Ling Li, Barbara Hargrave, Joe Brobst, Khan Iftekharuddin, Joanna Garner and Tomeka Wilcher.

# SPRING 2022 PROVOST'S SPOTLIGHT



Honoring **Dr. Nina Brown**, professor and Eminent Scholar in the Department of Counseling and Human Services.

**MONDAY, APRIL 18,  
3:30 TO 5 P.M., VIA ZOOM**

Sponsored by the Office of Academic Affairs and the Center for Faculty Development

## DAY OF TEACHING: 9/17

### ZOOM SESSIONS

Zoom links are in email beneath flyer.

**Low-stakes Writing to Learn: Sharing Knowledge and Fostering Feedback** – Renica Bingham-Risher, 10:30 to 11:30 a.m.

**Flipped Classroom** – David Courson, 10:30 to 11:30 a.m.

**Collaborative Online International Learning (COIL) (panel discussion)** – Annette Finley-Croswhite, Paul Curran, Michael Dean, Robert Piddick, 11 a.m. to noon

**Grading Equity** – Kole Matheson, Ann Kumm, Kevin DePew, 1:30 to 2:30 p.m.

**Accessibility & Advocacy** – Alison Lietzenmayer, 1:30 to 2:30 p.m.

**Using Microsoft Teams and Google Drive for Teaching** – Seth Holmese, Eric Vaughn, 2 to 3 p.m.

**Maintaining a Safe Classroom/Classroom Management** – Kala N. Burrell-Craft, Jori Beck, Susanne McKinney, 2:15 to 3:15 p.m.

**First-Year Success and Retention Initiative** – David Courson, Kalpana Mahadevan, 3:30 to 4:30 p.m.

**Building Relationships and Community in the Classroom** – Tomeka Wilcher, Annette Finley-Croswhite, 4:30 to 5:30 p.m.

Presented by the Center for Faculty Development, [odu.edu/facultydevelopment](http://odu.edu/facultydevelopment)

# INTRODUCTION TO HIP-XR

## EXTENDED REALITY (XR) AS A HIGH-IMPACT PRACTICE (HIP)

Academic Success Initiatives and Support and the Center for Faculty Development announce a **three-day Zoom workshop**, Introduction to HIP XR: Extended Reality (XR) as a High Impact Practice (HIP).

- **April 1, 15 and 29**
- **10 a.m. to noon**
- **Online via Zoom**
- **See email for more details**

The workshop examines the use of commercially available, low-cost XR as a potential HIP that fosters experiential learning.



## Special Projects: Research

Finley-Croswhite worked with a group of six faculty developers from universities around the country on a scholarly article about faculty development centers in times of crisis. This article is entitled "Building Resilience in CTLs: Reflections on Practice" and was written by Lisa Hatfield, Julie Maxson, Jennifer Marshall Shinaberger, Hanna E. Norton, Cynthia H. DeMartino, Annette Finley-Croswhite and Gigi Gokcek. The article was published in the POD Network's peer-reviewed journal *To Improve the Academy* in a special issue entitled "What's the Problem Now?" [Volume 40, Issue 3 (2022): 185-216]. Finley-Croswhite is also engaged in a research project with the Virginia Educational Development Collaborative (VEDC) assessing the lack of diversity in faculty development.

The CFD strives to support effective teaching and learning pedagogies and high-impact practices. The Center is a resource for professional development in a variety of areas, including scholarly productivity, and an outlet for faculty voices. The CFD promotes collaboration and innovation to enhance student success.

## Assessment

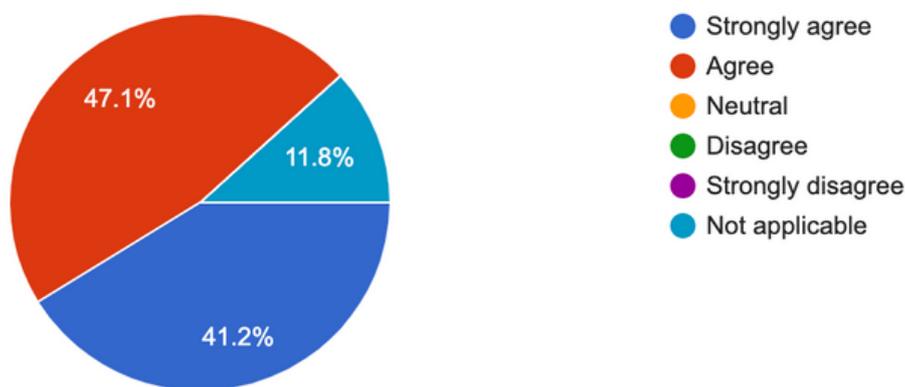
The CFD practices ongoing assessment via Qualtrics and Google Forms. During the period under review the Center issued four surveys: 1) General Survey of Our Programs, Summer 2021; 2) General Survey of Our Programs, Spring 2022; 3) Survey of the Faculty Writing Forum; and 4) Survey of the COIL Program (Collaborative Online International Learning). The CFD also receives unsolicited comments that are archived. Such comments include: "I just wanted to offer a quick congratulations to all of you on such a well-attended and thoughtful panel." Another states, "I am amazed with what you pull together with modest support." One faculty member noted, "I really appreciate all of the faculty training that is taking place and how it is delivered." One observer praised the CFD in particular tied to its participation in the Office of Academic Affairs' Monday Meet-ups on Peter Felten and Leo Lambert's Relationship-Rich Education: How Human Connections Drive Success in College. Another said, "I participated in the TILT workshop and LOVED it!" One colleague sent an email to acknowledge CFD leadership and stressed that the CFD "is a valuable resource that is responsive to faculty."

Survey results indicate a high level of satisfaction with CFD programs and services. In the spring 2022 survey, 88.3% of respondents indicated using CFD workshops and website material in their course content. (For 11.8% the question was not applicable.) In the same survey, 70.6% of respondents indicated they had revised teaching practices after engagement with the CFD, while

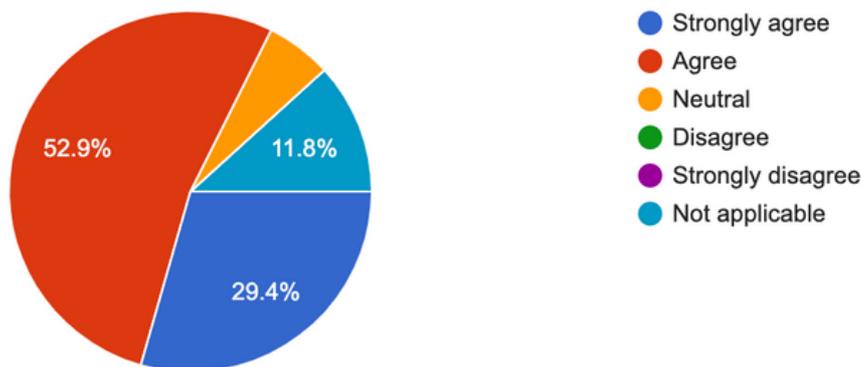
82.3% of respondents acknowledged improvement in teaching as a result of participating in CFD events. All participants in the summer Writing Forum expressed enthusiasm for the focus on scholarly research productivity. And faculty who participated in the COIL workshop found the experience worthwhile and interesting, one offering opportunities to make international connections.

Please see the charts below for results from the latest 2022 general survey.

**I have used information and strategies/best practices from the CFD workshops, forums, events, conversations, and/or website to design new course content.**



**My engagement with the CFD has improved my teaching.**



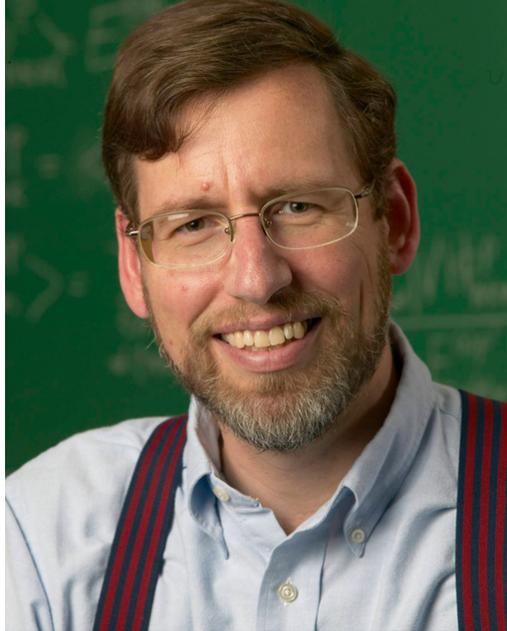
Assessment surveys also give insight into faculty needs. In particular, faculty emphasized the importance of writing forums and group writes. In the 2022 general survey, 58.8% of respondents indicated they want more workshops and events tied to teaching, while 47.1% indicated they want more emphasis on research. Many faculty asked for more programs tied to mentorship and faculty work-life balance. One anonymous respondent commented, “These workshops are helping to connect faculty with each other, and in creating a community, the faculty then help each other.”

# Features





**DR. AUSTIN AGHO, PROVOST**



**DR. LAWRENCE WEINSTEIN**



**DR. NINA BROWN**

## **Provost's Spotlight: Conversations With Our Illustrious Faculty**

Twice a year, the Center for Faculty Development presents its signature event, the Provost's Spotlight. Each program showcases an exceptional ODU faculty member in an interview format, followed by questions from the audience. The Spotlight is sponsored by the Office of Academic Affairs and the CFD. At each event, Provost Augustine O. Agho introduces the honoree and CFD Director Annette Finley-Croswhite conducts the interview.

The guest of honor for the fall 2021 Spotlight was Lawrence Weinstein, a professor of physics, University Professor and Eminent Scholar. He has received the Outstanding Faculty Award from the State Council of Higher Education for Virginia and is a fellow of the American Physical Society. Outside the classroom, he conducts research with the ODU Experimental Nuclear Physics Group at the Thomas Jefferson National Accelerator Facility in Newport News. He has written two books, and created a video course on nuclear physics for The Great Courses.

The spring 2022 Spotlight honored Nina Brown, a professor and Eminent Scholar of counseling. Dr. Brown's main academic specialties are narcissism, group therapy and creative activities for group therapy. She is a nationally certified licensed professional counselor, a fellow of the American Psychological Association and a distinguished fellow of the American Group Psychotherapy Association. She has taught at ODU for 54 years and written nearly 40 books. Her honors have included the A. Rufus Tonelson Faculty Award, which recognizes outstanding achievement in teaching, research and service at ODU.



## Faculty Take Leadership Journey as Part of Provost's Series

In spring 2022, 15 faculty members took a semester-long journey as part of the Provost's Leadership Development Series. "This series invites faculty to gain a deeper understanding of the University's operations and begin to envision a career path in academic administration," said Augustine O. Agho, provost and vice president for academic affairs, in a News @ ODU article.

Participating faculty included:

- Lucinda Wittkower, head of teaching and learning initiatives, University Libraries
- James Rhoades, social science librarian, University Libraries
- Stuart Frazer, interim university librarian, University Libraries
- Joleen McInnis, health and life sciences librarian, University Libraries
- Elizabeth Hogue, humanities librarian, University Libraries
- Emily Goodman-Scott, associate professor, Department of Counseling and Human Services
- Roderick Graham, associate professor, Department of Sociology and Criminal Justice
- Xihe Zhu, professor and chair, Department of Human Movement Sciences
- Shana Pribesh, professor, Department of Educational Foundations and Leadership
- Dan Richards, associate professor, Department of English
- Holly Gaff, professor, Department of Biological Sciences
- Elizabeth Burns, associate professor, Department of STEM Education and Professional Studies
- Amy Milligan, associate professor, Department of Women's Studies
- Jeremiah Still, associate professor, Department of Psychology
- Brandon Butler, associate professor, Department of Teaching and Learning

The series was organized by Kate Hawkins, vice provost for faculty affairs and strategic initiatives; Narketta Sparkman-Key, Academic Affairs director of faculty diversity and retention; Paul Currant, senior international officer with the Center for Global Engagement; and Annette Finley-Croswhite, director of the Center for Faculty Development.



# Women's Writing Forum 2021 Sparks Enthusiasm, Positive Energy

During the pandemic, the Women's Writing Forum (WWF) became an online oasis for faculty members seeking the time, motivation and encouragement to advance their research projects.

The initiative was launched by the Center for Faculty Development and the Office of Faculty Diversity and Retention in response to a reported decline in journal article submissions written solely by female scholars. The first iteration of the WWF occurred during the summer of 2020. The response was so positive that open-write sessions were held throughout the 2020-21 academic year to encourage faculty productivity. Open-write events involve faculty getting online together to write. Individuals may speak to each other a little or not at all. The idea is to create a space to ensure productivity and accountability.

During the summer of 2021 from June 7 to July 16, the second iteration of the WWF was launched as Women's Writing Forum 2021, Moving Forward (WWF2). Five of the six weeks began with a presentation, and one week was devoted to conversation. Annette Finley-Croswhite and Tomeka Wilcher hosted "Why Do We Hate/Love to Write?" Helen Crompton, Corrin Gillis and Annette Finley-Croswhite offered "Strategies to Produce Journal Articles and Grant Proposals," Mona Danner addressed "Imposter Syndrome," Sheri Reynolds and Remica Bingham-Risher led "Relationships With Writing," and Narketta Sparkman-Key presented "Collaborating for Success in Grant Writing and Research." Real-time Zoom sessions each week created spaces where faculty could work and write. The WWF2 projected a group dynamic of shared enthusiasm and positive energy. Open-writes continued during the fall semester of 2021.

"As a newer faculty member, I really appreciated the support and connections." said Kris Irwin, an assistant professor in the Department of Management.



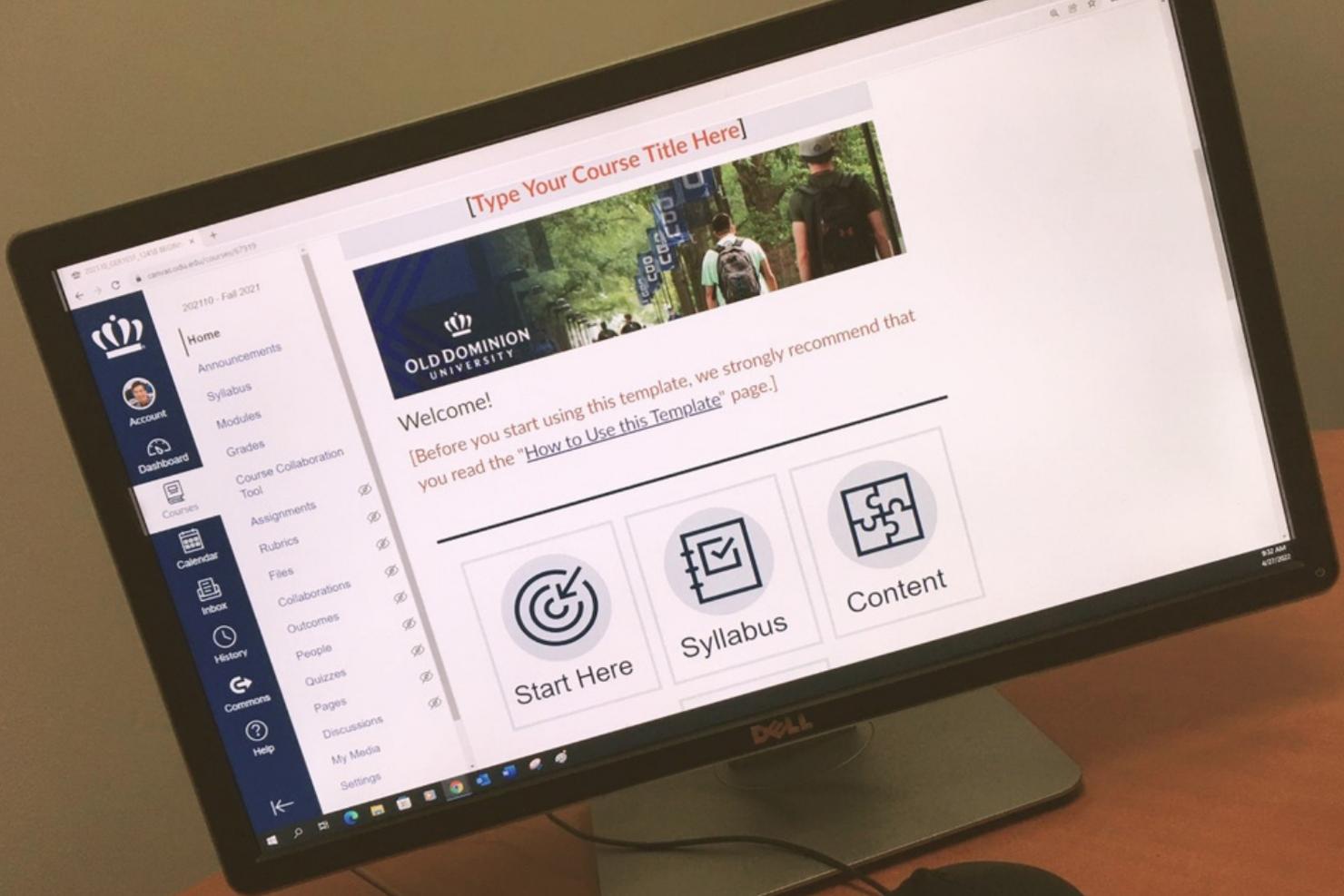
## **CFD's Day of Teaching Features Workshops, Panel Discussions**

On Sept. 17, 2021, the Center for Faculty Development launched its Day of Teaching. The day was devoted to face-to-face and online workshops and panel discussions about multiple kinds of pedagogies, strategies, and best practices for student success, along with helpful advice for faculty. Professional development and student success were at the heart of this effort.

The kickoff event was a face-to-face panel focusing on lessons learned from the pandemic. Vice Provost for Faculty Affairs and Strategic Initiatives Kate Hawkins opened the event, held in the Darden College of Education and Professional Studies.

The remainder of the Day of Teaching consisted of sessions offered via Zoom. Topics included:

- Low-stakes Writing to Learn: Sharing Knowledge and Fostering Feedback
- Flipped Classroom
- Collaborative Online International Learning
- Grading Equity
- Accessibility & Advocacy
- Using Microsoft Teams and Google Drive for Teaching
- Maintaining a Safe Classroom/Classroom Management
- First-Year Success and Retention Initiative
- Building Relationships and Community in the Classroom



## CFD Keeps Faculty Informed About Transition to Canvas

In fall 2021, the University announced it was switching learning management systems, replacing Blackboard with Canvas in less than a year's time. The pace of change would be swift as courses had to be migrated to the new system – and faculty had to be trained to use it – in time for summer and fall 2022 classes.

Many instructors were understandably anxious. They wondered: What will happen to my existing courses? How will the migration take place? Where can I get Canvas training?

To help them cope with the change and find answers to their questions, Information Technology Services, the Center for Learning and Teaching and the Center for Faculty Development co-presented a series of Canvas Migration forums. In these online sessions, facilitators presented updates on the migration and instructors had an opportunity to ask questions, receive feedback and gain a better understanding of how the migration would proceed.

More than 220 people attended Canvas Migration forums held on November 16, 18, and 22, 2021; March 28 and 30, 2022; and April 4 and 7, 2022.



## CURE Grants Spark Opportunities for Undergraduate Research

The Office of Academic Affairs once again offered funding to develop course-based undergraduate research (CURE) opportunities in ODU colleges. The CURE program aims to generate active learning in the classroom by embedding the research process into course curricula. Studies indicate that students who engage in undergraduate research develop higher-level critical thinking skills and discover new knowledge.

For 2022, the Provost's Office made funds available up to \$2,000 per awardee; as always, applicants were encouraged to look for matching funds.

In April, Academic Affairs and the Center for Faculty Development announced the winners of the 2022 CURE competition. They were Associate Professors Lin Guo and Mahesh Gopinath from the Department of Marketing, and Senior Lecturer Cathleen Rhodes from the Department of Women's Studies.

Guo and Gopinath developed a project titled "Learning by Doing: Informed Decision Making Through Research." Their plan is to revise Marketing 407, "Marketing Research," to include active learning and experimental learning components in the section offered in fall 2022.

Rhodes developed a project titled "Queering the Tidewater: An Immersive Virtual Tour of the Sights, Sounds, and Experiences of Tidewater's LGBTQ Past." Her project for Women's Studies 303/English 395, "Queer Studies," involves the expansion of an LGBTQ walking tour.



## COIL: Instructors Explore the Power of Embedding Global Engagement

Studying abroad can be an unforgettable experience, but also a pricey one. However, students can enjoy a stimulating, weeks-long cultural exchange without emptying their pocketbooks – and without leaving home or classroom. This kind of global education is possible when teachers embed Collaborative Online International Learning (COIL) in their courses. The COIL approach connects students and faculty across geographical borders for collaborative projects and discussions as part of their experiential learning coursework.

In March, a dozen ODU faculty members took part in a three-week COIL Foundations workshop offered by the SUNY COIL Center. Thanks to funding from ODU's Center for Faculty Development and Center for Global Engagement, the enrollees took this workshop at no cost.

Participants included Professor Sherif Ishak (Engineering), Master Lecturer Agnieszka Whelan (Arts and Letters), Master Lecturer Carla Harrell (Arts and Letters), Lecturer Sara Russell Riggs (Business), Associate Professor Kevin DePew (Arts and Letters), Clinical Assistant Professor Angela Wilson (Health Sciences), Clinical Assistant Professor Amber Pope (Education), Senior Lecturer Janet Rinehart-Kim (Sciences), Associate Professor Staci Defibaugh, (Arts and Letters), Associate Professor Nicole Willock (Arts and Letters), Lecturer Minori Marken (Arts and Letters), and Assistant Professor Xihe Zhu (Education).

The next step for the participants is to create their own international partnerships. As Wilson commented: "The best thing about my experience with the COIL workshop was meeting other professionals in academia from around the world who are also passionate about fostering international collaborations between students."

# Contract Grading Workshops Focus on Equity, Inclusion



The Center for Faculty Development held two sets of workshops on contract grading during the fall and spring semesters. Contract grading, a system of assessing student work that separates workload, evaluation and grades, is gaining popularity in academia. Also known as labor-based grading, contract grading leads to a more equitable and inclusive classroom experience. Students are incentivized by grades rather than threatened by them.

Students can review the course syllabus and assignments and determine how they will fare in the class by understanding that their grade is tied to their labor. They then agree to complete the work based on the grade they seek. A critical attribute of contract grading is that because the grade is based on student labor, in most instances writing quality is not evaluated.

Facilitators for the CFD workshops included the following ODU faculty:

- Ann Kumm, lecturer, English Language Center
- Megan Nutzman, associate professor, Department of History
- Jay O'Toole, assistant professor, Department of Management
- Kole Matheson, lecturer, Department of English
- Kevin DePew, associate professor, Department of English

In the October 2021 issue of the CFD's newsletter, FacSheet, O'Toole wrote about his experience incorporating contract grading in his course:

"Halfway through the semester, I have witnessed an increase in my students' confidence in writing and can see demonstrable improvements in my students' business writing unlike anything from prior years. I could not be happier with the pedagogical shift I made."



## Panel Explores Russia-Ukraine Conflict From Multiple Angles

On February 24, 2022, Russia invaded Ukraine, swiftly escalating the ongoing conflict between the two nations and drawing worldwide condemnation.

The very next day, the Center for Learning and Teaching, the graduate program in International Studies and the Department of History co-sponsored a pop-up panel discussion on the issues surrounding the affair.

The Zoom event was hosted by Annette Finley-Croswhite, who is a professor of history along with being the director of the CFD.

The panelists included:

- Regina Karp, associate professor, Political Science and Geography. Topic: European and International Security Perspectives
- Richard Maass, associate professor, Political Science and Geography. Topic: US and International Law Perspectives
- Eteri Tsintsadze-Maass, assistant director, graduate program in International Studies. Topic: Central Asia Perspectives
- Ingo Heidbrink, professor and chair, History. Topic: Role of the Former Chernobyl Nuclear Power Plant in the Conflict



## **Congratulations - and Thanks - to Our Amazing Faculty**

The Center for Faculty Development congratulates all ODU instructors on completing another successful academic year. Needless to say, conditions were sometimes less than ideal. A years-long global pandemic continued to impinge on teaching and research, and a change in learning management systems brought technological challenges to be overcome.

In the face of it all, you persevered. No surprise there.

CFD Director Annette Finley-Croswhite also would like to take this opportunity to thank those faculty members, administrators and staff who offered exceptional support during the past year. They include Mona Danner (Sociology and Criminal Justice), Ann Kumm (English Language Center), Megan Nutzman (History), Jay O'Toole (Management), Kole Matheson and Kevin DePew (English), David Courson (Chemistry and Biochemistry), Jori Beck (Teaching and Learning), Cassie Glenn (Psychology), LaShay McQueen, Lanah Stafford and Megan Mize (Academic Success Initiatives and Support), Michael Dean and Paul Currant (Center for Global Engagement), and David Simpson (Center for Learning and Teaching and Center for Faculty Development).

And thanks to everyone who offered ideas, collaboration and feedback. You make us better!



## **Finally, a Special Thank-You to Former Colleague Tomeka Wilcher**

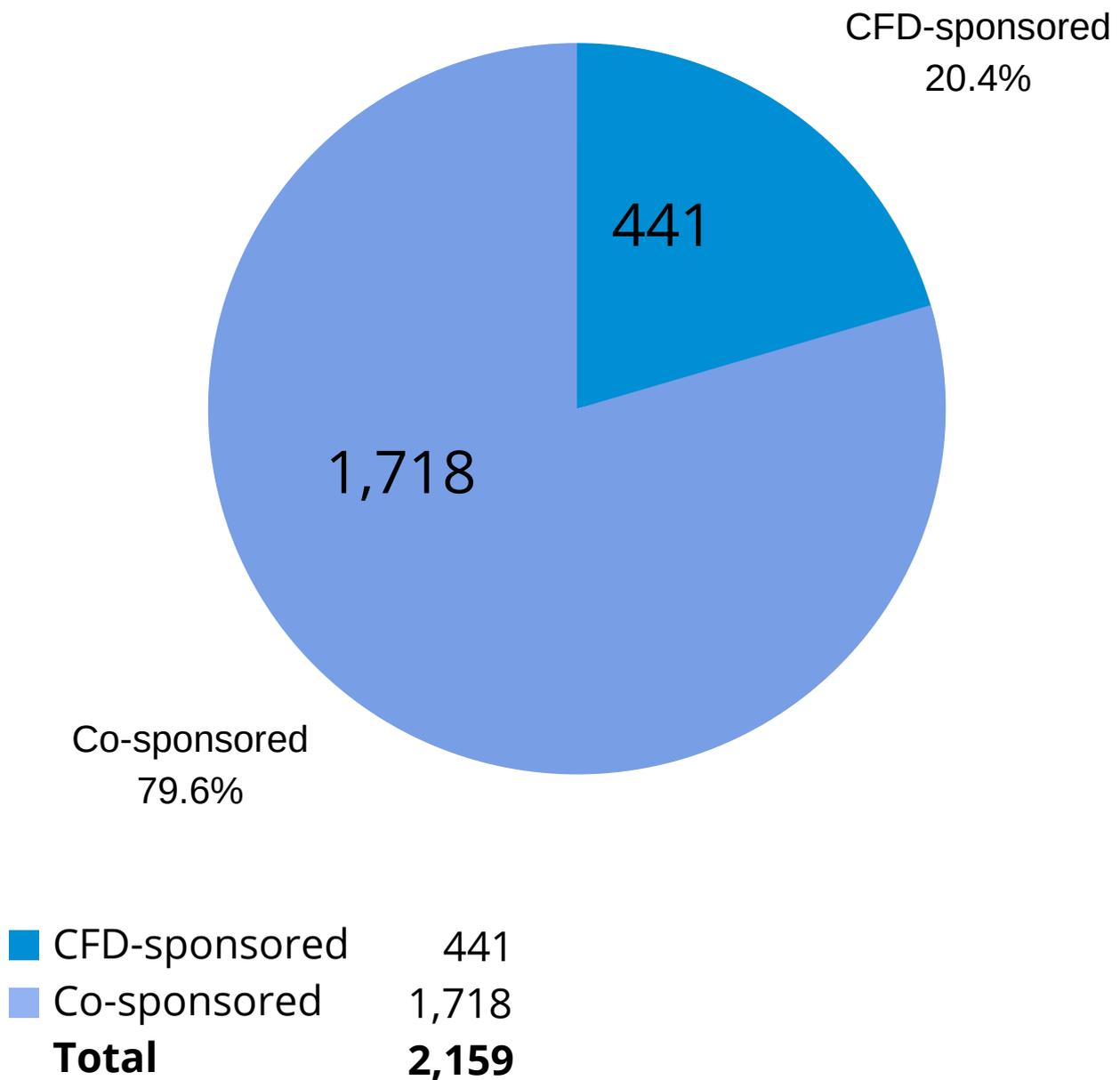
CFD Director Annette Finley-Croswhite extends her gratitude to the Center's former educational program developer, Tomeka Wilcher, an irreplaceable colleague who left for Atlanta in early 2022.

Tomeka joined the CFD team in December 2019 and quickly made an impact, developing workshops, planning events and working one-on-one with faculty members. She also played a big part in launching the FacTalk podcast in fall 2021 and wrote articles for the FacSheet newsletter.

Dr. Wilcher will always be an important part of the CFD's history. Her vision, talent and knowledge contributed greatly to the Center's offerings and success.

# Appendix

## Attendees at Events, May 5, 2021-April 30, 2022



# Attendees at CFD-Sponsored Events, May 5, 2021-April 30, 2022

Women's Writing Forum Open Write	<b>11</b>	Day of Teaching	<b>91</b>
Women's Writing Forum Open Write	<b>5</b>	Breathing Session	<b>8</b>
Women's Writing Forum Open Write	<b>5</b>	Building Relationships & Community	<b>6</b>
Women's Writing Forum Open Write	<b>5</b>	Women's Writing Forum Open Write	<b>4</b>
Women's Writing Forum Open Write	<b>3</b>	Breathing Session	<b>8</b>
Women's Writing Forum Open Write	<b>6</b>	Safe Classroom/Classroom Mgmt.	<b>4</b>
Women's Writing Forum Open Write	<b>5</b>	Women's Writing Forum Open Write	<b>3</b>
Women's Writing Forum Open Write	<b>4</b>	Women's Writing Forum Open Write	<b>1</b>
Women's Writing Forum Open Write	<b>4</b>	Contract Grading	<b>54</b>
Women's Writing Forum Open Write	<b>4</b>	Breathing Session	<b>8</b>
Women's Writing Forum Open Write	<b>4</b>	Women's Writing Forum Open Write	<b>2</b>
Women's Writing Forum Open Write	<b>4</b>	Breathing Session:	<b>7</b>
Women's Writing Forum Open Write	<b>4</b>	Women's Writing Forum Open Write	<b>2</b>
Women's Writing Forum Open Write	<b>3</b>	Women's Writing Forum Open Write	<b>1</b>
Women's Writing Forum Open Write	<b>4</b>	Women's Writing Forum Open Write	<b>2</b>
Women's Writing Forum Open Write	<b>5</b>	Women's Writing Forum Open Write	<b>5</b>
Women's Writing Forum Open Write	<b>2</b>	Farewell for Dr. Tomeka Wilcher	<b>13</b>
Syllabus Design	<b>7</b>	Contract Grading	<b>20</b>
Women's Writing Forum Open Write	<b>4</b>	Contract Grading	<b>11</b>
Women's Writing Forum Open Write	<b>3</b>		
COVID-19 Health & Safety Q&A	<b>102</b>		
Women's Writing Forum Open Write	<b>1</b>		

# Attendees at Co-sponsored Events, May 5, 2021-April 30, 2022

Stronger Together: AAPI Solidarity	129	Forum: Canvas Migration	68
WWF Moving Fwd: Morning Meetup	55	Building Community in the Classroom	4
WWF Moving Fwd: Morning Meetup	55	Forum: Canvas Migration	34
WWF Moving Fwd: Morning Meetup	55	New Adjunct Faculty Orientation	19
WWF Moving Fwd: Morning Meetup	55	War in Europe	174
WWF Moving Fwd: Morning Meetup	11	Provost's Leadership Devel Series	18
WWF Moving Fwd: Morning Meetup	55	Data Literacy for Instructors	14
Forum: Course Collab Tool	34	Provost's Leadership Devel Series	18
Forum: Classroom Tech	32	Forum: Canvas Migration	27
New Faculty Orientation	68	Monday Meetup	160
Forum: Zoom Adv Features	23	Forum: Canvas Miration	23
Forum: MS Teams/Google Drive	22	Provost's Leaderhip Devel Series	17
Forum: Student 360	15	HIP-XR	28
Forum: Course Collab Tool	9	Forum: Canvas Migration	33
Forum: Attendance Mgmt System	20	COIL Luncheon	14
COVID-19 Health & Safety Q&A	99	Forum: Canvas Migration	39
CFD/Va Ed Dev Collab Fall Meeting	24	Provost's Leadership Devel Series	15
ODU Libraries: Holocaust Poems	49	HIP-XR	30
Team Tenure	13	Provost's Spotlight: Nina Brown	78
Provost's Spotlight: Larry Weinstein	40	Provost's Leadership Devel Series	13
		HIP-XR	29



# The Center for Faculty Development

## Our Mission

The Center for Faculty Development (CFD) at Old Dominion University provides comprehensive professional development opportunities for ODU instructional faculty at all levels and stages of their careers. Initiatives are designed to enhance the University's academic culture and support innovations in teaching, research, and mentorship. The center offers a sense of shared community grounded in academic excellence.

The CFD pursues its vision of comprehensive professional development through collaborative partnerships with the ODU community. The Center for Faculty Development strives to enhance academic culture through scholarly initiatives that engage the quality and changing nature of higher education and offers a range of scholarly-based programs.

## Contact the Center

If you have a suggestion for programming, please contact us at the address below. We are happy to learn more about your faculty development needs.

- Address: 2326, 2331, 2332 Education Building (New), Old Dominion University, Norfolk VA 23529
- Phone: 757-683-5276
- Email: [cfd@odu.edu](mailto:cfd@odu.edu)
- Website: [odu.edu/facultydevelopment](http://odu.edu/facultydevelopment)

