



**CFD**

# **CFD ANNUAL REPORT**

**Old Dominion University  
Center for Faculty Development**

**2024-2025**

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# Executive Summary

The Center for Faculty Development (CFD) is dedicated to advancing the University's agenda for teaching excellence by offering robust professional development, resources, and support services to faculty at all levels, tenured, tenure-track, lecturers, instructors, adjuncts, and administrative professional faculty. The CFD is under the Division of Academic Affairs reporting to Vice Provost for Faculty Affairs and Strategic Initiatives Yvette Pearson. We promote mentorship for faculty and pedagogical training in evidence-based teaching strategies designed to enhance student success. We also recognize the research expectations of tenured and tenure-track faculty and offer resources to enhance scholarly productivity.

The CFD works to create a sense of community dedicated to academic excellence. From May 1, 2024 to April 30, 2025, the CFD held 70 events registering 1621 participants. These events included workshops, panel discussions, trainings, critical conversations, and our signature programs, the "Provost's Spotlight" series honoring distinguished faculty, and the Fall Semester "Day of Teaching" promoting pedagogical innovation. We continued support for undergraduate research with our Course-based Undergraduate Research Grants. New initiatives included trainings in applying accessibility principles to course materials, workshops on ODU student demographics, and a grant-writing series for tenure-track faculty. To engage faculty, we developed a podcast program, "Pedagogy in Practice" in collaboration with the University Libraries, supported the Monarch Humanities Internship Academy with the development of training modules, and joined General Education Reform reading and working groups.

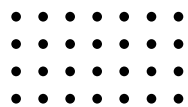
We also faced significant challenges. We were in our second year of supporting a National Science Foundation ADVANCE ADAPTATION grant, "Re-envisioning Inclusive and Sustainable Excellence (RISE): Advancing Women in STEM" in which the CFD director was a co-PI. Some grant activities were run through the CFD, but a shift in U.S. government politics led to the termination of our grant, along with hundreds of others.

The CFD thrives through collaborative partnerships with a variety of people and entities on campus. This past year we were able to work with many different partners and create ties with the new Office of Undergraduate Research and the ODU Chapter of the American Association of University Professors. In Spring 2025, the Division of Academic Affairs also introduced a new Faculty Advancement and Innovation Hub located on the second floor of Dragas Hall. The Innovation Hub offers one space for three faculty-focused entities, the Center for Faculty Development, the Office of Faculty Recruitment and Retention, and the Quality Enhancement Plan Initiatives. In January we moved into our new offices, and on February 3<sup>rd</sup> we held an "Open House" to celebrate our move and more collaborative engagement.

We invite you to read more about the CFD and faculty development in 2024-2025.

**This past year we finalized a CFD Strategic Plan, *Faculty-Focused: The CFD Strategic Plan* calibrated to the ODU Strategic Plan, *Forward-Focused: Where Innovation Meets Possibilities. Strategic Plan.***

# Who We Are



## Annette Finley-Croswhite, Ph.D.

Annette Finley-Croswhite is Director of the CFD 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. As CFD director, she works to empower faculty to excel in their professional lives by offering development opportunities that engage them at all stages of their career trajectories as teachers, researchers, or both. Her leadership encourages faculty to improve their knowledge of evidence-based pedagogical practices that enhance student success, and she works with campus collaborators to support faculty success and wellbeing. As a scholar, Dr. Finley-Croswhite's work focuses on religious and political violence, right-wing extremism, and genocide. She has published four books, many articles, and won grants from the National Endowment for the Humanities, the National Science Foundation, and other external agencies. At ODU she holds the distinguished title, "University Professor." (Picture below left).

## M'hammed Abdous, Ph.D.

M'hammed Abdous, Ph.D. is the Associate Director for Faculty Innovation and Teaching with Technology at the Center for Faculty Development. He earned his M.A. and Ph.D. from Laval University in Canada. His research focuses on emerging educational technologies with topics that include AI-powered learning platforms, instructional course design and academic podcasting. In 2015, he won the Bourne Outstanding Achievement Award in Online Education. At the CFD, Dr. Abdous provides leadership in faculty development programs linked to teaching with technology and using data to better understand our students. His most recent focus has been on helping faculty develop strategies that can reduce high DFW rates. (Picture below center).

## Kristal Kinloch-Taylor, M.Ed.

Kristal Kinloch-Taylor, M.Ed., is the Educational Program Developer at the CFD. She earned her B.A. from the City University of Queens College and two master's degrees from Regent University. Ms. Kinloch-Taylor has worked as an administrator in higher education for more than 15 years. In 2023, she won Old Dominion University's Diversity Champion Award. Ms. Kinloch-Taylor assists with the development, planning, coordination, management, and assessment of a variety of programs focused on professional development. She has experience in instructional design and teaching with technology and is particularly interested in culturally responsive teaching. Ms. Kinloch-Taylor is pursuing a Doctor of Philosophy in Higher Education at Old Dominion University. (Picture below right).





# CENTER FOR FACULTY DEVELOPMENT



2024-2025

# Programming



# Provost's Spotlight



The Provost's Spotlight Series features high-achieving and award-winning faculty in public conversations that are recorded and housed on the CFD website. Former Provost Austin Agho founded the series with the CFD as host, and we were delighted that Interim Provost and now Provost and Executive Vice President of Academic Affairs Brian Payne continued the forum to showcase faculty achievement.



## 2024-2025 Provost's Spotlight Honorees

The honorees for the 2024-2025 academic year were Dr. Justin Haegele, Professor and Director of the Center for Movement, Health, & Disability in the Department of Human Movement Sciences on November 4, 2024, and Dr. Michelle Kelley, Professor of Psychology and Eminent Scholar on February 25, 2025. The State Council on Higher Education in Virginia (SCHEV) awarded Dr. Haegele the 2024 Outstanding Faculty Award and Dr. Kelley the 2025 Outstanding Faculty Award. Both were recognized for exceptional commitment to research, teaching and service. Dean of the College of Sciences Gail Dodge was a co-host for the event with Dr. Kelley.





# Your Classroom: Where Every Monarch Belongs

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Old Dominion University's 2024-2025 annual campus theme, "Transitions: Our Experiences, Evolution, and Adaptation," recognized the integration of Old Dominion University with Eastern Virginia Medical School to form the Macon & Joan Brock Virginia Health Sciences Center at Old Dominion University. Moving forward, the campus theme also highlighted the importance of a student-centered focus with greater awareness of student needs and challenges. At the Center we crafted a motto to emphasize the need for belonging: Your Classroom: Where Every Monarch Belongs. In 2024-2025, the CFD also partnered with the Office of Educational Accessibility to provide faculty with accessible teaching strategies and foster a campus culture where every student feels supported. Workshops were specifically constructed to help faculty design equitable learning experiences for all students. The focus on belonging began with "Start Fall Strong" faculty workshops to ease the transition of new faculty to the campus culture and to promote a greater focus on mentoring. Events throughout the year reinforced the meaning of our motto.



# DAY OF TEACHING & PROFESSIONAL DEVELOPMENT DAY

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Each year the CFD hosts a **Day of Teaching** to explore innovative classroom strategies to enhance student success. The 2024 Day of Teaching was held on September 24, 2024, with “Demonstrating Knowledge” as the theme and the University Libraries as a co-sponsor. Faculty presenters not only explored how instructors disseminate critical content in their disciplines but also examined the ways students can better understand and “demonstrate” their acquisition of skills and discipline-specific material.

The day began with a panel discussion on “Teaching with Film” to highlight how faculty can use film, especially the Naro Video Collection housed in Perry Library, in their classes. “Teaching with the Archives” followed in which archivists, librarians, and faculty discussed using archives as instructional tools and for special projects. “Beyond Pen and Paper: Strategies for Unique Student Engagement and Assessment” addressed ways to leverage technology to create dynamic and effective learning environments. “Bridging Academia & Experience: Faculty Insights on the Monarch Humanities Internship Academy (MHIA)” introduced the Monarch Humanities Internship Academy by highlighting its mission, the generous support from the Mellon Foundation, and its vision to enhance work-based learning opportunities for humanities students. The presentation also showcased the Internship Studio, student achievements from the 2024 summer program, and concluded with a Q&A session to engage faculty in discussion. The final Day of Teaching session, “Transforming Student Learning: Undergraduate Research,” promoted undergraduate research as a high impact practice and as a pedagogical approach to learning that enhances student success.

The CFD **Professional Development Day** was held on October 29, 2024, and co-sponsored with the University Writing Council and the Office of Research and Economic Development. It began with a panel discussion entitled “Process, Persistence, and Pestering Each Other: How We Support Faculty Writing and Research.” Remica Bingham-Risher, Director, Quality Enhancement Plan initiatives and Kristi Costello, Associate Professor & Associate Chair of Writing Studies led the workshop dedicated to building community within writing groups. Faculty explored both formal and informal methods for fostering collaboration, heard from leaders and members of successful working groups, and discovered practical tips on how to get started. An information session followed entitled “Professional Development: Writing Grants for Research Funding.” Director of Research Development Jackie Stein facilitated the workshop and provided an overview of how to apply for grant funding for all types of research, from science and engineering to the arts and humanities. It covered the steps involved, including finding the right funding opportunity, preparing a competitive proposal, and working with the ODU Research Foundation. A Professional Development: “Open-Write” was the final event in which CFD staff offered a quiet, focused online environment dedicated to research and writing.



## MONDAY MEET UPS & BOOK READS

In Fall, 2024 the Center for Faculty Development hosted a community book read of Tracie Marcella Addy, Derek Dube, Khadijah A. Mitchell, and Mallory E. SoRelle's, *What Inclusive Instructors Do: Principles and Practices for Excellence in College Teaching* published in 2021. Faculty were invited to participate in forming a small reading community. The group explored designing instruction so that all students can meet their potential and in environments where all students feel welcomed. During three meetings ODU participants shared their personal experiences in the classroom and offered instructional insights.

The CFD was proud to host another **Monday Meet Up Campus Book Read**, co-sponsored with the Division of Academic Affairs and the Division of Digital Transformation and Technology. The 2025 Meet Ups explored José Antonio Bowen and C. Edward Watson's *Teaching with AI: A Practical Guide to a New Era of Human Learning* published in 2024 to great acclaim. Monday Meet Ups began on February 24, 2025 in a session led by President Brian O. Hemphill, Interim Provost and Executive Vice President Brian Payne, Vice Presidents Brandi Hephner LaBanc and Nina Rodriguez Gonser, and SGA President Zaria Gassaway. The Monday Meet Ups continued through April 7<sup>th</sup> and included faculty, administrators, AI Faculty Fellows, and students in engaging conversations about how AI is transforming teaching while also creating challenges and opportunities in the classroom.

The Monday Meet Up picture above includes Chrysoula Malogianni, Associate Vice President of Digital Innovation; Holly Handley, Interim Dean, the Interdisciplinary Schools, Rafael Diaz, Professor of Cybersecurity, Anca Dobrian, Senior Associate Vice-President for Faculty Affairs and Professional Development, VHS, and Stacie Ringleb, Associate Dean for Faculty Affairs and Student Engagement, Batten College of Engineering and Technology.



# WHO ARE OUR STUDENTS?

## Who are our Students?

Pedagogical literature tells us that we need to better understand our students' backgrounds and perspectives, but do we really know who our students are? Old Dominion University has a diverse student population with nearly 50% first generation college students. In October 2024, an event focused on our students explored aggregate data from the past five years to better grasp ODU student demographics and how they differ by modality and student type. This session included Director of Academic Analytics, Tyler Miller-Gordon and the CFD's Annette Finley-Croswhite, Kristal Kinloch-Taylor, and M'hammed Abdous. Dr. Abdous organized the event and followed up with a session in January 2025 entitled "Who are our Students: Building Trust Through Effective Communication." Understanding our students can help faculty develop better strategies to meet student needs and improve student success.

## Understanding DFWI Rates

Dr. M'hammed Abdous offered a workshop entitled "Understanding DFWI Rates: Unlocking the Secrets of Student Achievement" that was held on multiple occasions. This session explored the data behind student challenges, focusing on Drop, Fail, Withdraw, and/or Incomplete (DFWI) rates. Participants examined key patterns, discussed actionable strategies, and learned how to translate data insights into practical classroom solutions that support struggling students. This workshop and others were all designed to give faculty real strategies to enhance student performance. Faculty were pleased. One wrote, "Seeing the data on DFWI rates was eye opening. Presenting the information in a framework of both institution and student-centered issues was helpful."



Dean Timothy Hackman &  
Kristal Kinloch-Taylor Present....



# PEDAGOGY IN PRACTICE

The Center for Faculty Development (CFD) and the University Libraries collaborated in 2025 to launch the Pedagogy in Practice Podcast. The podcast showcases innovative teaching strategies from ODU faculty, fostering a vibrant community of practice dedicated to supporting educators and empowering student success. Grounded in academic excellence, creativity, and connection, the pedagogical strategies explored in podcast episodes highlight practical insights and forward-thinking approaches to elevate teaching and learning.

Pedagogy in Practice promotes faculty belonging by uniting faculty in conversations about teaching. Faculty join the podcasts to discuss their own innovative teaching practices. Dean of University Libraries Timothy Hackman and CFD Educational Program Developer Kristal Kinloch-Taylor are the podcast cohosts who moderate and lead the conversations. Episodes were launched in March 2025 and will be released twice a month going forward.

# GRANT WRITING FUNDAMENTALS



Jackie Stein, Director of  
Research and Economic  
Development

In 2024-2025 the CFD partnered with the Office of Research and Economic Development to offer faculty help with grant writing. While the sessions were designed in large part for new faculty, all were invited to attend and one of the workshops was featured as part of the CFD's Professional Development Day. Jackie Stein, Director of Research and Economic Development, designed and offered the two-semester series that included ten sessions. Some critical topics included: Writing Strong Intramural Proposals, Research Re-Orientations, Position Yourself for Grant Writing Success, Pivot PR Funding Sources, and Research Intelligence. Jackie Stein also discussed private foundation funding sources once the Federal Government terminated many grant options. Faculty all greatly appreciated the grant-writing focus. One attendee wrote, "Loved the hints about searching for awards on Pivot with NIH matchmaker." Another commented, "The walkthrough of Pivot-RP was incredibly helpful."

## Mentorship & Grant Writing

# Convey Appreciation

In 2023 the CFD created a system whereby we offer students, faculty, and staff, a way to send messages of appreciation. At the end of every semester, we encourage the Monarch Community, including students, to use a link to offer thanks. At the CFD we then vet the messages and send almost all of them forward. The link is here: <https://www.odu.edu/facultydevelopment/convey-appreciation>.

The initiative became so popular that Drs. M'hammed Abdous and Annette Finley-Croswhite wrote an article about it that appeared at Thanksgiving in *Inside Higher Ed*.

The University then asked us to promote the initiative for Valentine's Day. During 2024 to 2025, 394 participants sent 712 appreciation messages to 616 individuals. Faculty sent 331 messages, staff sent 156, and students sent 225. Many individuals sent multiple messages.

Faculty were very supportive of the ability to show gratitude. One wrote, "I love this initiative! Thank you so much for the much-needed boost."





# DE-MYSTIFYING TENURE: A THREE-PART SERIES

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Tenure and Academic Freedom Panelists (from left) Drs. Tatyana Lobova, Dennis Gregory and Ruth Triplett

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Tenure and academic freedom have been seen as vital to the ability of higher education institutions to contribute to the common good through a search for truth. Critical concerns within academia about tenure and academic freedom brought the Center of Faculty Development together with the ODU chapter of the American Association of University Professors to explore the issue in a series of discussions.

“Part I: Tenure and Academic Freedom,” “Part II: Tenure, Power, and Systemic Injustice,” and “Part III: Is Tenure Worth Protecting?” inspired engaging conversation, and all three panels stressed the importance of offering tenure to lecturers. Panelists included, Ruth Triplett, Professor and Chair of Sociology and Criminal Justice, Dennis Gregory, Associate Professor and Graduate Program Director in the Higher Education Graduate Program, Tatyana Lobova, Master Lecturer in Biological Sciences, Holly Gaff Professor and Chair of Biological Sciences, Vanessa Panfil, Associate Professor of Sociology and Criminal Justice, Michael Carhart, Professor of History, Wie Yusuf, Professor & Director of the School of Public Service, and Richard Handel, Professor of Psychiatry, Director, Student Mental Health, Institutional Wellness Officer, Faculty Affairs and Professional Development, Macon & Joan Brock Virginia Health Sciences at ODU. Participants expressed great enthusiasm for the series. One attendee wrote, “The presenters were all so incredibly knowledgeable. I thought I knew a lot about the topic, but I learned even more!”



# COLLABORATION

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## Monarch Humanities Internship Academy (MHIA)

CFD Educational Program Developer Kristal Kinloch-Taylor is the liaison with the Monarch Humanities Internship Academy, part of the Monarch Internship and Co-Op Office that is funded through the Mellon Foundation and offers internships to humanities students. Kinloch-Taylor helped to design and facilitate several summer and fall faculty workshops. Alison Lietzenmayer, Director of Faculty Development for MHIA, acknowledged Ms. Kinloch-Taylor's pivotal role in "workshop design" and noted the "wonderful reviews" these workshops received.

## Student Experience Project (SEP)

Under the leadership of Dr. Amy Johnson, Assistant Vice President for Academic Success, the ODU Student Experience Project (SEP) team was formed in Spring 2025 to enhance faculty support and improve the student experience. This team consists of ODU faculty and staff and includes the CDF's Educational Program Developer, Kristal Kinloch-Taylor.

## General Education Reform

Provost and Executive Vice President Brian Payne has charged the university to reimagine the general education curriculum. This initiative is organized in a way to involve as much of the campus community as possible with a General Education Reform Executive Committee, and Reform Faculty, Operations, and Student Committees inclusive of a broad range of faculty, administrators, and students. Drs. Finley-Croswhite and Abdous were on the faculty development reading group in fall 2024. Dr. Finley-Croswhite was on the humanities working group in spring 2025 and joined the Operations Committee in May 2025.



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# CURE GRANTS

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## Course-based Undergraduate Research

The Center for Faculty Development has a strong commitment to Course-based Undergraduate Research (CURE) by encouraging faculty to embed research methods into course curriculums. CURE instruction promotes HIPs---or High Impact Practices that enhance student learning and success. By integrating Course-based Undergraduate Research into their classes, faculty also help level the playing field by giving all students a research experience, not just those admitted to specialized programs. Each year the CFD offers CURE grants to help faculty develop courses focused on undergraduate research.

The 2025 CURE grant winners are listed here with their project titles: Senior Lecturer Janet Rinehart-Kim & Manager of Support Facilities Michelle King (Biological Sciences), “Discovery of Antibiotics from the Soil;” Assistant Professor Kate Mattingly (Communication & Theatre Arts), “Sparking Imagination and Alleviating Anxieties: Dance Research in the Humanities;” Professor Rick Nickel (Art), “Art Crafting Synanthrope Habitats: Bridging Ecology and Art;” Assistant Professor Ayse Ozturk (Teaching & Learning), “Transforming Geometry Education for Elementary Mathematics, Pre-Service Teachers: Enhancing Self-Efficacy through Project-based Learning;” and Associate Professor Lei Zhang (Finance), “Real Estate Investment Analysis through Research: Enhancing REST-454 with Data-Driven Learning.” We congratulate these marvelous winners for their fascinating projects.



## CURE GRANTS NEW DUE DATE 1/31/2025

Requests for Proposals now  
open through January 31,  
2025

For more information go to the  
CFD webpage

<https://www.odu.edu/facultydevelopment/grant-opportunities>



The Center for Faculty  
Development

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# Mentorship

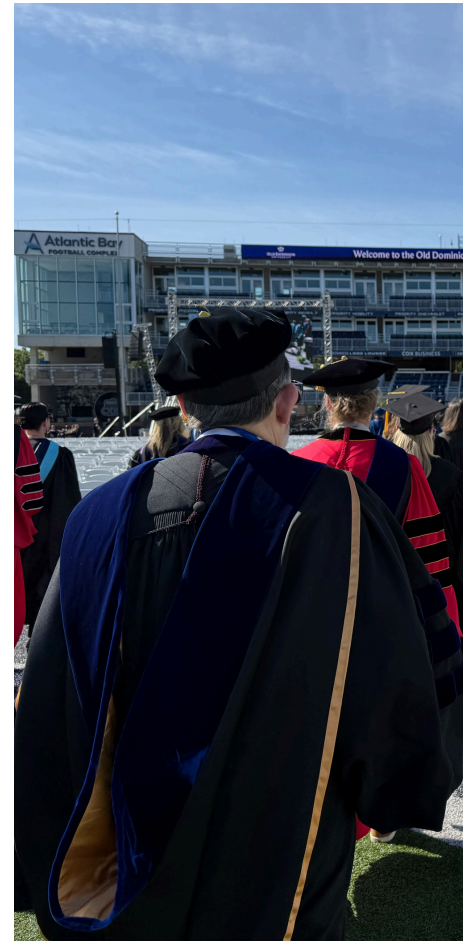
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Mentorship has always been a large part of the CFD focus. Working with the Collaborative on Academic Careers in Higher Education (COACHE) Survey, we understand how strongly faculty seek quality mentorship and how mentorship can help faculty meet challenging hurdles in their academic careers.

As part of a National Science Foundation (NSF) RISE ADVANCE ADAPTATION grant, the co-PIs studied mentoring systems to promote group-mentoring. One strategy for achieving this goal led to the establishment of “launch committees” in the College of Sciences and the Batten College of Engineering and Technology and in certain departments within the Strome College of Business and the College of Arts and Letters. CFD Director Finley-Croswhite worked with the launch committees.

December 3-5, 2024 the CFD participated in a mentorship event sponsored by Virginia Health Sciences Faculty Affairs and Professional Development in collaboration with the ODU Division of Academic Affairs. Entitled “Centering Mentoring,” the 3-day event offered a variety of opportunities for faculty to engage mentorship across cultures, disciplines, and generations.

From March 25 to April 16, 2025, the Center for Faculty Development collaborated with the Office of Undergraduate Research on a workshop series entitled “Effective Mentorship Training.” The four-part series covered key topics: 1) Effective Mentorship: Intentional Strategies for Success; 2) Establishing Common Ground; 3) Maintaining Effective Communication; and 4) Aligning Expectations.



The NSF Grant is now terminated, but the CFD remains committed to advancing mentorship and launch committees in the future.

# OTHER INITIATIVES

CFD

## FacSheet

FacSheet is a monthly review we publish every August through April. FacSheet is more than a newsletter and not quite a journal. We offer short news items, longer articles written from a pedagogical perspective, book reviews of recent publications, reflections on academic trends and faculty research, and other specialized reports.

## Survey

The Center for Faculty Development conducted a faculty survey in spring 2024 to identify professional development needs and preferences. The survey went to 1424 full-time and part-time faculty and closed on May 25, 2024. Of the 339 submissions, 197 valid responses were recorded representing a 13.83% response rate. We used the survey to plan 2024-2025 programming.

## Mid-Semester Magic

The CFD's Kristal Kinloch-Taylor continued a series to put a spark into classes at mid-semester. The fall events were presented via CFD co-sponsorship with the Office of Educational Accessibility and the ODU University Libraries. The sessions included "Implementing Inclusive Teaching Practices" and "Integrating Source Evaluation into Your Assignments." In addition to Kinloch-Taylor, the collaborative presenters included, Courtney Gipson (Office of Educational Accessibility) and Lucy Wittkower (University Libraries). A focus on accessibility was further expanded with a workshop in November 2024 entitled "Accessibility Basics: Constructing Accessible Documents."



# Giving Thanks

The CFD is a small unit and could not do what we do without the fantastic support of ODU colleges, divisions, and offices throughout the campus as well as colleagues who are faculty members, administrative and professional faculty, and staff who support the CFD with their time and talent. We list in this report those who worked with us directly in 2024-2025. Special CFD thanks are extended to all who helped us shine.



# Thank You



## Colleges and Schools

Batten College of Engineering and Technology  
College of Arts and Letters  
College of Sciences  
Darden College of Education and Professional Studies  
Eastern Virginia Medical School  
Ellmer College of Health Sciences  
Ellmer School of Nursing  
Macon and Joan Brock Virginia Health Sciences (VHS) at ODU  
Perry Honors College  
Strome College of Business

## Divisions, Offices, and Other Entities

Center for Advising Administration & Academic Partnerships  
Division of Academic Affairs  
Division of Digital Transformation & Technology  
Division of Student Enrollment & Engagement Services  
Faculty Affairs and Professional Development at Virginia Health Sciences  
Fine Family Academy of Educators at Virginia Health Sciences  
General Education Reform  
HIP (High Impact Practices) Council  
Monarch Humanities Internship Academy  
NSF ADVANCE Office (Now closed)  
ODU Chapter of the American Association of University Professors  
Office of Academic Innovation & Learning Support  
Office of Community Engagement & University Events  
Office of Educational Accessibility  
Office of ePortfolio and Digital Initiatives  
Office of Faculty Recruitment and Retention  
Office of Institutional Effectiveness & Assessment  
Office of the President  
Office of Research and Economic Development  
Office of Talent Management and Culture  
Office of Undergraduate Research  
Old Dominion University Libraries  
Quality Enhancement Plan Initiatives  
University Communications  
University Libraries  
University Writing Council  
Webb Office of Live Event Streaming

# Thank You



## Individuals

We thank the many University leaders who supported the CFD throughout the year.

President Brian O. Hemphill and Provost and Executive Vice President Brian Payne

Chief Integration Officer Austin Agho, Associate Dean Martha Daas, Dean Laura Delbrugge, Dean Tammy Dice, Dean Gail Dodge, Senior Associate Vice President Anca Dobrian, Dean Jeffrey Fergus, Associate Dean David Gauthier, Vice President Nina Rodriguez Gonser, Dean Timothy Hackman, Interim Dean Holly Handley, Vice President Wayne Hynes, Assistant Vice President Amy Johnson, Associate Dean Kiran Kirande, Vice President Brandi Hephner LaBanc, Dean Rene Love, Dean Erika Marsillac, Associate Vice President Chrysoula Malogianni, Vice Provost Yvette Pearson, Associate Dean Stacie Ringleb, and Interim Dean Shuntay Z. Tarver.

We thank our faculty, administrative professional faculty, and staff who collaborated with us or offered advice.

Md Morshed Alam, Orlando Ayala, Ryan Baltrip, Allison Barber, Brett Bebbler, Jorie Beck, Jared Benton, Remica Bingham-Risher, Barbara Blake, Joel Bock, Kathryn Boone, Joe Brobst, Katelyn Canaday, Michael Carhart, Kristi Costello, David Courson, Helen Crompton, Rafael Diaz, Carson Eaves, Robin Flanagan, Gabriel Franke, Holly Gaff, Kenyon Gannon, Courtney Gipson, Kenya Godette, Roderick Graham, Tonia Graves, Dennis Gregory, Jonah Grinkewitz, Lin Guo, Justin Haegele, Richard Handel, Sage Hawn, Elizabeth Hogue, Jennifer Hoyt, Khan Iftexharuddin, Quinn Jackson, Shanda Jenkins, Marissa Jimenez, Vukica Jovanovic, Karen Karlowicz, Stephen Kerr, Carolyne King, Michelle Kelley, Susan Kenter, Jennifer Kidd, Jinhee Kim, Casey Kohler, Soo-Hoon Lee, Alison Lietzenmayer, Tatyana Lobova, Dorothy Lockaby, Hua Liu, Tian Luo, Eva Maddox, Robert McNab, Lashay Mcqueen, Emily Olszewski, Tony Miller, Jr., Tyler Miller-Gordon, Megan Mize, Santosh Nakavarapu, Christine Nickel, Cynthia Odom, Ruth Osorio, Jay O'Toole, Vanessa Panfil, Rabbi Michael Panitz, Anne Perrotti, Kristian Petersen, Erin Purcell, Xinyue Ren, Cathleen Rhodes, Jessica Ritchie, Ruth Triplett, Najmeh Moradiyan Rizi, Jamie Robertson, Peter Schulman, Jenn Sloggie, Lanah Stafford, Jackie Stein, Robert Strozak, Brittany Suggs, Yonghee Suh, Kent Wascom, Angela Wilson, Gregory Wilson, Maite Wilson, Lucy Wittkower, Suzanne Wright, Wie Yusuf, and Elizabeth Zaroni.



# CENTER FOR FACULTY DEVELOPMENT



2024-2025

## Assessment & Evaluation



# CFD Statistics & **ENGAGEMENT**

Total Attendees (2024-2025) = 1621

**480**

## **Mentorship/Belonging**

26 Events  
480 Attendees

**334**

## **Professional Development**

15 Events  
334 Attendees

**342**

## **Pedagogy/Assessment**

16 Events including Signature DAY OF TEACHING  
342 Attendees

**465**

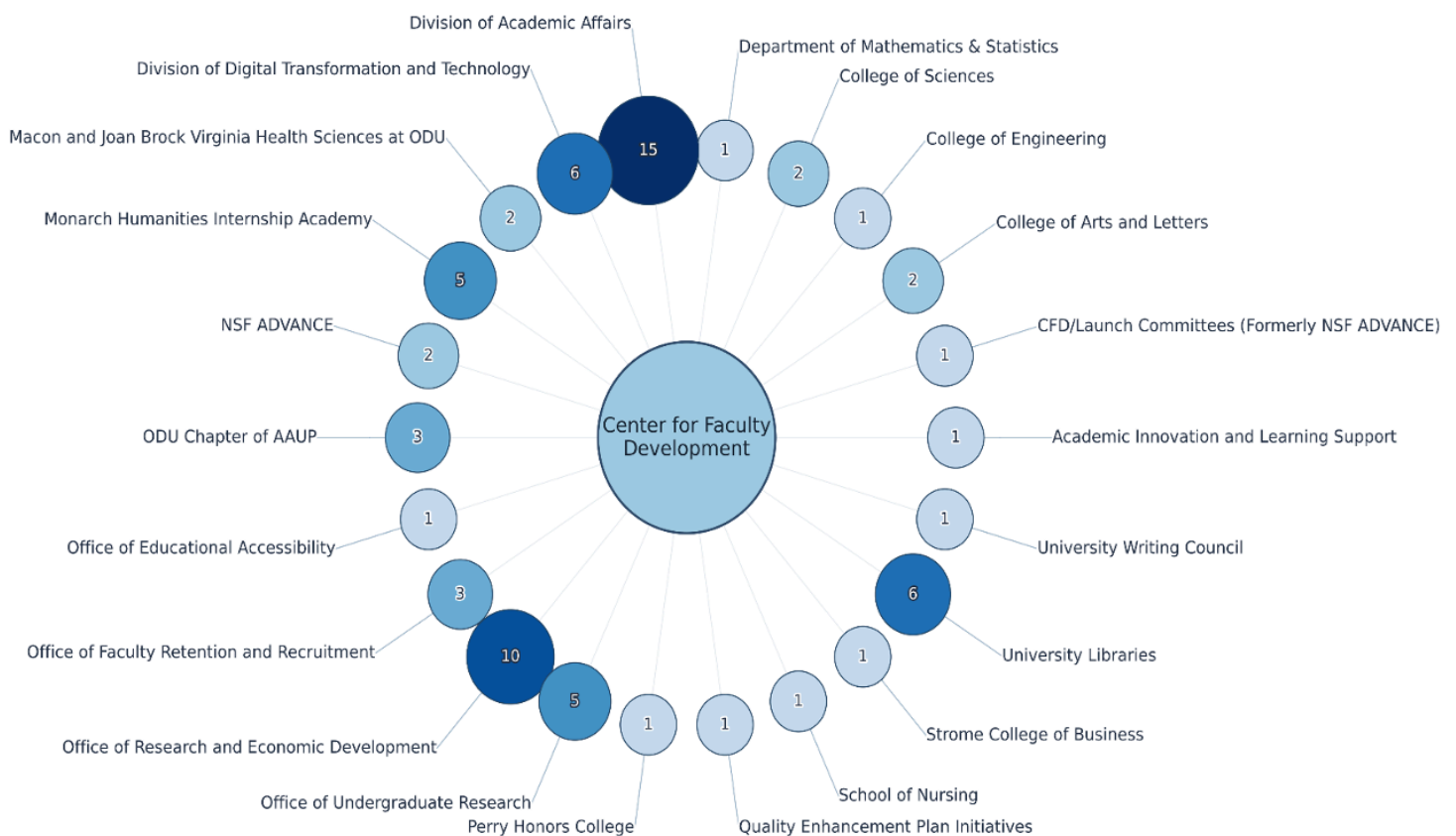
## **Engagement/Book Reads**

13 Events  
465 Attendees

Examples of events include: Signature Day of Teaching, Provost's Spotlight, Mid-Semester Magic, Professional Development Day, Grant Writing Workshops, Community Engagement Book Reads and Monday Meet Ups, De-Mystifying Tenure Series, New Faculty Orientation, Dragas Open House, Curricular & Pedagogy events, Who Are Our Students, Accessibility Basics, Transparent Teaching, Teach Your Students to be Good Learners, DFWI Rates, Start Fall Strong, Effective Mentorship & Launch Committee events. For a full list of 2024-2025 events and individual numbers of participants, contact the CFD at [cfd@odu.edu](mailto:cfd@odu.edu).

# CFD PARTNERSHIP NETWORK

Number in each Circle Indicates  
Total Number of Collaborative Events



## CFD PARTNERSHIPS



# ASSESSMENT

## FACULTY WORKSHOP EVALUATIONS

### SUMMARY OF WORKSHOP EVALUATIONS, Q1-Q6 AVERAGES AND RESPONDENT COUNTS

Category	# Events	# Respondents	Q1: The workshop's goals and objectives were achieved.	Q2: The material was well- organized and presented in an interesting manner.	Q3: The facilitator was engaging and effective	Q4: I believe that my participation in this workshop will have a positive impact on my teaching or work.	Q5: Overall, I found this workshop valuable.	Q6: How many students are you teaching this semester?
Accessibility & Inclusive Teaching	2	10	4.90	4.90	4.90	4.90	4.90	64
Assessment & Student Success	3	9	4.78	4.67	4.78	4.67	4.67	52
Book Read & Reading Groups	1	8	4.62	4.62	4.62	4.25	4.25	49
Course & Curriculum Design	5	29	4.72	4.72	4.83	4.69	4.69	80
Faculty Development, Tenure & Academia Freedom	8	46	4.57	4.67	4.59	4.46	4.54	76
Professional Development & Grants Writing	6	28	4.54	4.50	4.54	4.54	4.57	52
Special Events & Day of Teaching	5	25	4.84	4.76	4.80	4.68	4.76	80
Teaching Strategies & Pedagogy	9	31	4.58	4.52	4.68	4.61	4.58	64

## CFD ASSESSMENT



CFD

# FACULTY WORKSHOP EVALUATIONS

## **Summary of Likert Scale Questions (From 1: Strongly Disagree to 5: Strongly Agree)**

Across all event categories, faculty gave consistently high ratings on all evaluation items. Accessibility and Inclusive Teaching events received the highest scores, averaging 4.9 out of 5. Special events and course/curriculum design workshops also received high ratings, averaging above 4.7, particularly for achieving workshop goals and providing overall value. Most categories received strong scores between 4.5 and 4.8, indicating broad satisfaction with workshop organization, facilitator effectiveness, and anticipated impact on teaching or work. On average, respondents taught between 49 and 100 students per event, reflecting the significant potential reach of these workshops. These high ratings suggest that participants found the workshops valuable, relevant, and applicable to their teaching practices.

## **Summary of Open-Ended Responses: Expectations, Learning, Planned Changes, Additional Comments**

Faculty described the workshops as “well-facilitated and organized wonderfully” and “a safe place for people to express themselves.” Many valued “the opportunity to share ideas with colleagues” and highlighted “methodologies, student input on assessments, student choice, student engagement.” Participants appreciated actionable takeaways, such as “I will take a second look at all of my documents to ensure accessibility,” and “I plan to revise assignments to make them more inclusive.” Some sessions prompted broader reflection, especially those addressing tenure and institutional culture. Comments included, “Tenure needs revisiting; lecturers bring different strengths.” Several faculty expressed their intentions moving forward: “Looking forward to implementing what I learned in my classroom,” and “I am going to rethink some of my classroom policies.”



# CENTER FOR FACULTY DEVELOPMENT MISSION & CONTACT

## MISSION

The 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 CFD 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

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**Looking forward to next year and more from the new  
Faculty Advancement and Innovation Hub**



