



The Rebecca O. Turner Faculty Commons

Strategic Plan

2024-2025

2024-2025 Office Strategic Plan

In alignment with Jacksonville State University's (JSU) mission to foster a learning-centered community and the 2023 Strategic Plan's commitments to "Discover," "Engage," and "Reach," Faculty Commons proposes the following strategic initiatives to enhance faculty support and development:

Strategic Initiatives:

1. Foster Collaborative Learning Communities

Actionable Steps:

- **Establish Interdisciplinary Groups:** Form faculty groups across disciplines to share best practices, engage in joint research projects, and discuss innovative teaching methods.
- **Organize Regular Meetings:** Schedule monthly or quarterly meetings to facilitate ongoing collaboration and knowledge exchange.
- **Provide Support for Joint Initiatives:** Offer resources and administrative assistance to support collaborative projects and research endeavors.

2. Enhance Professional Development Programs

Actionable Steps:

- **Conduct Needs Assessments:** Survey faculty to identify professional development needs and interests.
- **Develop Diverse Offerings:** Create workshops, seminars, and online courses covering various topics such as pedagogy, research methodologies, and technology integration.
- **Implement Continuous Evaluation:** Regularly assess the effectiveness of professional development programs through feedback and adjust offerings accordingly.

3. Integrate Technology into Teaching and Research

Actionable Steps:

- **Provide Training on Educational Technologies:** Offer workshops on the latest teaching tools and platforms to enhance digital literacy among faculty.
- **Facilitate Access to Resources:** Ensure faculty have access to necessary technological resources, including software, hardware, and technical support.

- **Encourage Experimentation with New Tools:** Create pilot programs for faculty to explore and integrate new technologies into their teaching and research.

4. Support Faculty Research Initiatives

Actionable Steps:

- **Offer Grant Writing Workshops:** Provide training on navigating funding opportunities.
- **Establish Research Writing Support Services:** Create a dedicated team to assist with research design, data analysis, and publication processes.
- **Promote Research Dissemination:** Organize events such as research symposiums to showcase faculty work and encourage scholarly communication.

5. Promote Inclusive and Diverse Learning Environments

Actionable Steps:

- **Implement Inclusive Teaching Training:** Offer workshops on culturally responsive teaching and inclusive pedagogy.
- **Support Diverse Learning Needs:** Provide resources and accommodations to support students from diverse backgrounds and learning styles.
- **Foster an Inclusive Campus Culture:** Organize events and discussions that celebrate diversity and promote inclusivity within the university community.

6. Strengthen Community Engagement and Partnerships

Actionable Steps:

- **Identify Potential Community Partners:** Research and establish connections within the university for collaborative opportunities.
- **Develop Service-Learning Programs:** Create programs that integrate community service with academic coursework, providing mutual benefits to students and the community.
- **Encourage Faculty Participation:** Incentivize faculty involvement in community engagement through recognition and support for service-related activities.

7. Encourage Continuous Feedback and Improvement

Actionable Steps:

- **Implement Regular Feedback Mechanisms:** Conduct surveys and focus groups to gather faculty input on programs and services.

- **Establish a Feedback Loop:** Ensure that feedback is reviewed and used to make informed decisions about program adjustments.
- **Promote a Culture of Continuous Improvement:** Encourage faculty to engage in self-reflection and professional development to enhance their teaching and research practices.

For more information on JSU's mission and strategic plan, please visit the following links:

[JSU Mission Statement](#)

[JSU Strategic Plan](#)

Strategic Plan Assessment Rubric for Faculty Commons

Evaluating the Effectiveness of Initiatives Supporting Faculty Development at Jacksonville State University

This rubric is designed to assess the success of Faculty Commons' strategic initiatives in enhancing faculty support and development. Each initiative should be evaluated based on the following criteria:

1. Foster Collaborative Learning Communities

Criteria	Assessment	Evidence	Rating (1-5)
Participation Rates	Number of faculty engaged in interdisciplinary groups.	Attendance records, participation logs.	
Quality of Collaboration	Depth and impact of collaborative projects.	Project reports, publications, presentations.	
Sustainability	Longevity and continuity of collaborative groups.	Meeting schedules, ongoing projects.	

2. Enhance Professional Development Programs

Criteria	Assessment	Evidence	Rating (1-5)
Needs Assessment	Alignment of programs with faculty needs.	Survey results, focus group feedback.	
Program Diversity	Range of topics and formats offered.	Workshop schedules, course catalogs.	
Participant Satisfaction	Faculty feedback on program effectiveness.	Evaluation forms, testimonials.	

3. Integrate Technology into Teaching and Research

Criteria	Assessment	Evidence	Rating (1-5)
Training Effectiveness	Faculty proficiency with new technologies.	Pre- and post-training assessments.	
Resource Accessibility	Availability and usability of technological tools.	Resource inventories, usage statistics.	
Impact on Teaching and Research	Enhancement of teaching methods and research quality.	Observations, research outputs.	

4. Support Faculty Research Initiatives

Criteria	Assessment	Evidence	Rating (1-5)
Grant Acquisition	Number and value of grants secured.	Grant records, financial reports.	
Research Output	Volume and quality of faculty publications.	Publication lists, citation indices.	
Support Services Utilization	Engagement with research support resources.	Service usage logs, feedback surveys.	

5. Promote Inclusive and Diverse Learning Environments

Criteria	Assessment	Evidence	Rating (1-5)
Training Participation	Faculty involvement in inclusivity workshops.	Attendance records, certificates.	
Inclusive Practices Implementation	Adoption of inclusive teaching strategies.	Classroom observations, syllabi reviews.	
Student Feedback	Student perceptions of inclusivity.	Surveys, focus group discussions.	

6. Strengthen Community Engagement and Partnerships

Criteria	Assessment	Evidence	Rating (1-5)
Partnership Development	Number and quality of community partnerships.	Partnership agreements, collaboration reports.	
Service Learning Integration	Incorporation of community projects into curricula.	Course syllabi, project documentation.	
Community Impact	Benefits to community partners.	Partner testimonials, community feedback.	

7. Encourage Continuous Feedback and Improvement

Criteria	Assessment	Evidence	Rating (1-5)
Feedback Mechanisms	Availability and accessibility of feedback channels.	Survey distribution records, communication logs.	
Response to Feedback	Actions taken based on faculty input.	Meeting minutes, action plans.	
Continuous Improvement	Evidence of program adjustments and enhancements.	Updated materials, revised procedures.	

Rating Scale:

- **1:** Significant Improvement Needed
- **2:** Some Improvement Needed
- **3:** Meets Expectations
- **4:** Exceeds Expectations
- **5:** Outstanding

Instructions:

1. **Data Collection:** Gather relevant data and evidence for each criterion.
2. **Evaluation:** Assign a rating (1-5) based on the assessment and evidence.
3. **Review:** Discuss findings with Faculty Commons Advisory Board and the Vice Provost for Academic Affairs to identify strengths and areas for improvement.
4. **Reporting:** Compile results into an annual assessment report to inform strategic planning for the office.

This plan and rubric serves as an internally developed office tool for continuous improvement, ensuring that Faculty Commons' initiatives effectively support faculty development and align with Jacksonville State University's mission and strategic goals.

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- [JSU Mission Statement](#)
- [JSU Strategic Plan](#)