



# CENTER FOR FACULTY INNOVATION

ANNUAL REPORT – ACADEMIC YEAR 2022-23

GILPATRICK HORNSBY, INTERIM EXECUTIVE  
DIRECTOR

JULY 2023



# MESSAGE FROM THE INTERIM EXECUTIVE DIRECTOR

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## MESSAGE FROM THE INTERIM EXECUTIVE DIRECTOR

The CFI continues to provide responsive programming during a time of crisis in which intersecting injustices and mounting pain have come into focus: deleterious effects of the pandemic on BIPOC individuals, women, and those with disabilities; and a continuing history of subtle and overt discrimination and marginalization on the basis of race, ethnicity, gender, disability, sexual orientation and class.

The Center for Faculty Innovation (CFI) accomplishes its mission through programs, services, and advocacy efforts focused on teaching, scholarship, career planning and organizational development.





# ABOUT CFI

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OVERVIEW / OUR VALUES / OUR MISSION

# ABOUT CFI



## OVERVIEW

The Center for Faculty Innovation (CFI) provides comprehensive professional development opportunities for JMU faculty at all levels and stages of their careers.

CFI initiatives support innovations in teaching, scholarship, career planning, and organizational development.



## OUR VALUES

- Collaboration
- Inclusiveness
- Innovation
- A scholarly approach
- Strategic thinking
- Responsiveness
- Integration



## OUR MISSION

We are a community of faculty and educational developers collaborating to create opportunities for professional growth and innovation.



# OBJECTIVES

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ANNUAL REPORT – ACADEMIC YEAR 2022-23

# OBJECTIVES

## OBJECTIVE 1

advance, model, and advocate for justice, equity, diversity, and inclusion (JEDI)

## OBJECTIVE 2

develop, support, and co-sponsor initiatives that may lead to improved mental health, wellness, and belonging among faculty

## OBJECTIVE 3

clarify what makes us distinct and valuable in the landscape of JMU faculty support, considering JMU's strategic priorities amidst current institutional and social changes



# YEAR IN REVIEW

ANNUAL REPORT – ACADEMIC YEAR 2022-23



# Year in Review

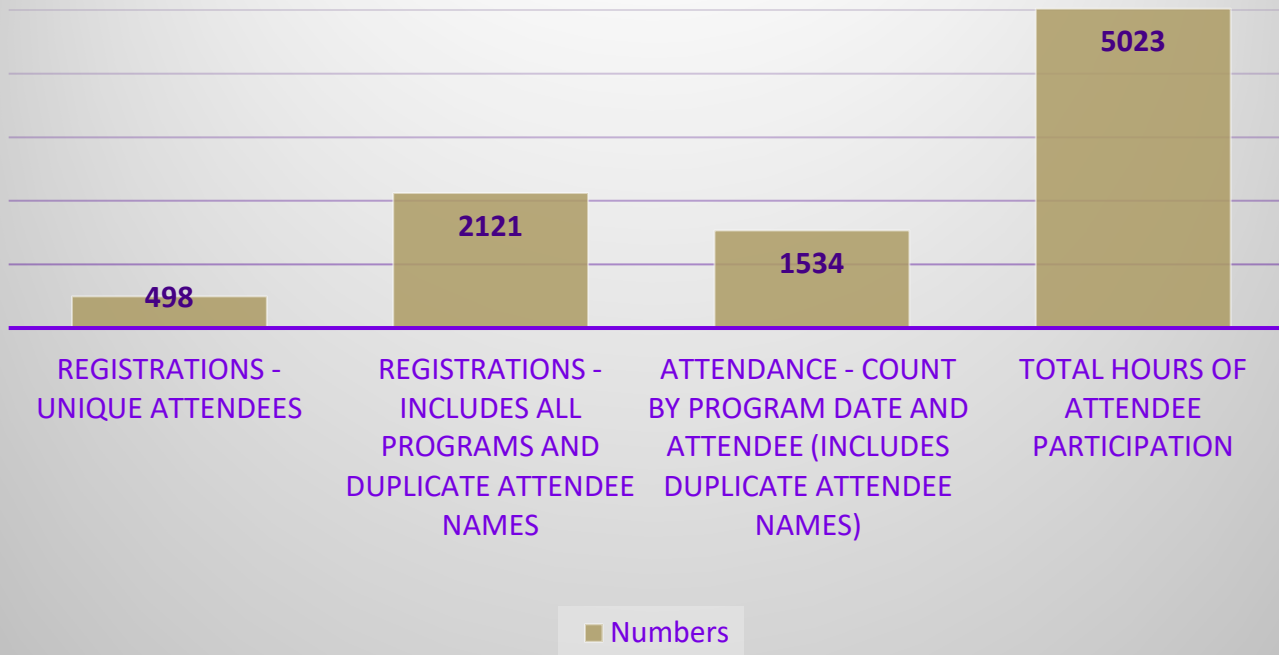
During AY23, the CFI offered 99+ total programs including roundtables, workshops, faculty learning communities, institutes, consultations, scholarly talks, faculty writing studios, orientation, departmental and individual consultations and other programs. The CFI also supported over 384 subscribers to the Teaching Toolbox. In total, these initiatives enrolled 498 unique (i.e., non-duplicative) participants; there were 1,534 participants that included duplicate instances. This resulted in a total of 5,023 contact hours.

Behind each of the CFI's efforts are the individuals who drive educational development at JMU

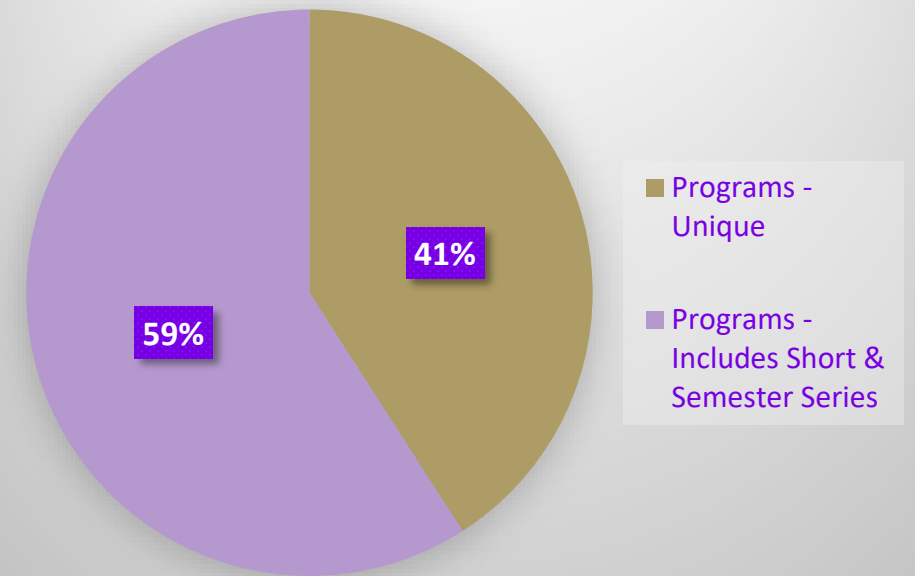
- Over 85+ faculty and staff work and volunteer with the CFI, annually, to facilitate workshops, roundtables, and reading groups; mentor NFA participants; coach faculty nominated for the SCHEV Outstanding Faculty Award; and serve in the ETS program. Many of these individuals facilitated multiple programs.

# Faculty / Staff Engagement in CFI Programs

## Programs Registrations & Attendance



## Total Programs



# SIGNATURE PROGRAMS

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ENGAGED TEACHER SCHOLARS, FACULTY WELLNESS  
& WELLBEING WEEK, INCLUSIVE TEACHING  
INSTITUTE, MAY SYMPOSIUM, NEW FACULTY  
ACADEMY, SCHOLARSHIP RESIDENCY

# Signature Programs

The Engaged Teacher-Scholar (ETS) Program aims to advance individual inquiry into teaching, as well as unit and college-level exploration of engaged learning, high impact practices, and evidence-based teaching.

By providing professional support and development for faculty, the program fosters systematic inquiry (i.e., Scholarship of Teaching and Learning) into engaged learning.

# Signature Programs

The inaugural Faculty Wellness and Wellbeing Week was a collaboration between academic colleges, JMU Libraries, and the General Education program that promoted the importance of self-care and work-life integration. The CFI developed a variety of experiences ranging from guest speakers to workshops to a faculty-wide event in the Atlantic Union Bank Center with wellness and self-care stations.

A second program, Take a Breath During Finals, was developed to provide faculty with a space to connect with colleagues, pet “Gus” the therapy dog, enjoy refreshments, engage in stress relieving activities, and learn about the summer CFI programming. These are two of several efforts geared toward increasing faculty belonging and increasing wellness and wellbeing.

# Signature Programs

The annual May Symposium 2023 was redesigned to highlight campus partners and provide space for them to lead conversations that are important to JMU faculty.

This year had a record number of attendees for the one-day collaborative event that provides full-time faculty, part-time faculty, and academic unit leaders with opportunities to focus on teaching, scholarship, career planning, service, and leadership.

The event compiled a variety of roundtables, speakers, and workshops on various topics such as course design, scholarship networks, inclusion, equity, and mentoring.

# Signature Programs

The CFI examined a pattern of expenditures to identify inefficiencies and to better apply our funds to expanding CFI team efforts. This allowed us to reevaluate partnerships and identify ways that funds can be used to reach the largest number of faculty.

One such example is the redesign of the scholarship residency. Instead of holding two overnight residencies that can serve a total of 32 faculty, we redirected those funds to First Fridays at the Farm daily retreats, where the number of faculty served has increased, at a lower expense.



# PROGRAM HIGHLIGHTS

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INSERT – GENERAL SECTION

INSERT PHOTO ??



# Major Unit Accomplishments

## Expanding and Evolving Justice, Equity, Diversity, and Inclusion Work

The CFI's work in justice, equity, diversity, and inclusion (JEDI) has matured considerably in the last few years. Not only do programs explicitly address such foci, but CFI initiatives are planned in accordance with principles of inclusive or universal design. All CFI efforts, regardless of emphasis, strive to create spaces wherein all members of the academic community belong and are included. It is important to note that our programs have varied aims; some are for specific identity groups (i.e., faculty of color, mother-scholars) and others are intended for all faculty.

Featured were responsive, on-demand roundtables (i.e., Developing Inclusive Classrooms for 1st Generation Students), developmental workshops (i.e., Teaching Black: BIPOC Faculty and Graduate Student Workshop; Creating Meaningful Access in Our Classes), communities (i.e., Faculty and Staff Intergroup Dialogue on Nationality and National Identity; Imagining Justice and Building Bridges), institutes (i.e., Inclusive Teaching Institute), Toolbox features, and partnerships (i.e., AAAD/CFI Critical Pedagogies and Perspectives Institute). The CFI also championed systemic advocacy efforts such as leading campuswide discussions around the Indigenous Land and Enslaved Peoples Acknowledgements and serving in different roles on Presidential Taskforces.

# Major Unit Accomplishments

## Responding to Faculty Mental Health and Wellness

The CFI has always had an ethos of caring for faculty beyond the areas of teaching, career planning, and scholarship. A happy and healthy faculty create an environment in which students can thrive. In other words, faculty success and student success are intertwined. In a year when both faculty and student disengagement appear to be elevated, care for faculty wellness and wellbeing has been a focus for the CFI. To support this work, a faculty associate was reassigned to the organizational development area to lead the wellness and wellbeing program.

Two experiences that highlight this work are Faculty Wellness and Wellbeing Week (FWWW) and Take a Breath During Finals. The inaugural Faculty Wellness and Wellbeing Week was a collaboration between academic colleges, JMU Libraries, and the General Education program that promoted the importance of self-care and work-life integration. The CFI developed a variety of experiences ranging from guest speakers to workshops to a faculty-wide event in the Atlantic Union Bank Center with wellness and self-care stations. The second program, Take a Breath During Finals, was developed to provide faculty with a space to connect with colleagues, pet “Gus” the therapy dog, enjoy refreshments, engage in stress relieving activities, and learn about the summer CFI programming. These are two of several efforts geared toward increasing faculty belonging and increasing wellness and wellbeing.

# Major Unit Accomplishments

## What makes the CFI Distinctive

To our knowledge, the CFI is the only entity on campus whose entire mission is focused on faculty support and success. While we clearly see the connections between faculty and student success, our first goal is to promote faculty voice and support faculty life at JMU. This makes the Center distinctive and an attractive campus partner among other JMU entities. The CFI's involvement in programming external to the Center adds credibility and educational development expertise. As such, the CFI has been evaluating these partnerships for intentionality and mission alignment. New programming that has been a result of these efforts this year are: Care-Centered Syllabus (JMU Libraries), A Day of Community Conversations (ARC Network, JMU Advising), Teaching Black (Furious Flower Poetry Center), The Hidden Curriculum (CMSS and Reddix Center), and hosting the Virginia Educational Developers Conference.

In addition, the annual May Symposium 2023 was redesigned to highlight campus partners and provide space for them to lead conversations that are important to JMU faculty. This year had a record number of attendees for the one-day collaborative event that provides full-time faculty, part-time faculty, and academic unit leaders with opportunities to focus on teaching, scholarship, career planning, service, and leadership. The event compiled a variety of roundtables, speakers, and workshops on various topics such as course design, scholarship networks, inclusion, equity, and mentoring.



# FACULTY RESPONSE

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QUOTES FROM FACULTY PARTICIPANTS

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## ADJUNCT FACULTY PROFESSIONAL DEVELOPMENT FUND



There were 28 recipients of the Adjunct Faculty Professional Development Fund award in AY23. One awardee shared, “I want to thank you and everyone at CFI for supporting my attending the Virginia Association of Museum Conference over spring break in Harrisonburg through a CFI Professional Development Award. It was an excellent conference, with a number of panels that focused on DEI as it pertains to museum work.

Sessions included a discussion of land acknowledgments and First People, representing stories of enslaved people in historic houses, and key language and strategies for discussing art, power, and social issues as presented in museums through educational programming and engagement of audiences. Much of the content will go straight to feeding my research on my new course for JMU in the Fall of 23: Art, Power, and Society: Museums (1900-present).”

The Teaching Toolbox has received numerous accolades, including this comment from a JMU faculty member, “If I read just one toolbox essay per year that sparks me to think hard about what I am doing and why, that’s a huge win. I don’t read carefully most of the toolbox essays, either because I lack time or become the topic doesn’t apply to my idiosyncrasies. And that’s ok, because the ones that do catch my attention sometimes are fundamentally important.”



## Teaching toolbox

# QUOTES FROM FACULTY PARTICIPANTS

## SCHOLARSHIP RESIDENCY



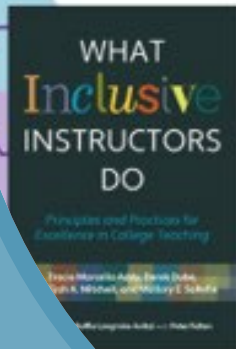
Of the Scholarship Residency, one participant stated that, “Just wanted to share with you that a chapter I started five years ago was finally published recently in Disability and the Superhero. I wrote (and revised) significant parts of the chapter at various CFI Writing/Scholarship retreats over the years. Not sure if this kind of ‘anecdotal’ evidence is helpful, but I can say that the writing space, and the writing consultations that CFI provided are a MAJOR reason the chapter exists.”



**MAY  
SYMPOSIUM**  
Wednesday, May 17, 2023

## **MAY SYMPOSIUM 2023**

**KEYNOTE SPEAKER:  
DR. TRACIE ADDY**



During this interactive keynote session we will explore why inclusivity is necessary for instructors to embrace, in both mindset and practice, to foster learning.

**MAY 17**

**12:30-1:30PM**  
KEYNOTE SPEAKER /  
CONFERENCE LUNCH



[WWW.JMU.EDU/EVENTS/CFI](http://WWW.JMU.EDU/EVENTS/CFI)

# EXTERNAL GUEST SPEAKERS

HIGHLIGHTED PROGRAM  
SOCIAL MEDIA ADS

# EXTERNAL GUEST SPEAKERS



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**Plenary Speaker  
Kevin Gannon**



**Thursday  
April 13  
2-3:30 PM**



In collaboration with General Education, join us in welcoming JMU Alumni and national recognized author, Kevin Gannon.

Kevin will talk about his book, *Radical Hope*



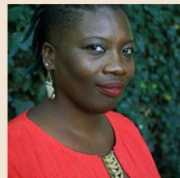
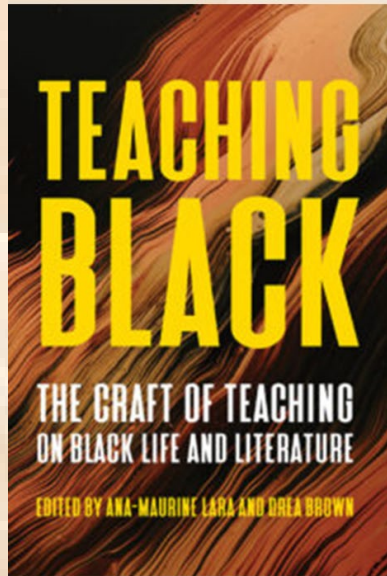
The Festival Highlands Room

Faculty Wellness and Wellbeing Week



# EXTERNAL GUEST SPEAKERS

## TEACHING BLACK WORKSHOP



Three Opportunities to engage and discuss infusing inclusive content into the classroom!

DETAILS AND SIGNUP INFO AT THE LINK & QR CODE BELOW



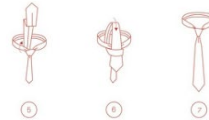
VISIT US AT: [HTTPS://WWW.JMU.EDU/CFI/INCLUSION-ACCESS-EQUITY/TEACHING-BLACK-BOOK.SHTML](https://www.jmu.edu/cfi/inclusion-access-equity/teaching-black-book.shtml)



## THE HIDDEN CURRICULUM

*First Generation Students at Legacy Universities*

RACHEL GABLE



CFI Scholarly Talk  
November 8th  
12:00 PM - 2:00 PM

Virtual Sessions Now Available



[WWW.JMU.EDU/CFI](http://WWW.JMU.EDU/CFI)

## CREATING A CAMPUS CULTURE THAT IS WELCOMING TO FIRST-GENERATION STUDENTS

Featuring Guest Speaker  
Dr. Rachel Gable





# 20 YEARS OF SERVICE TO JMU FACULTY

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20 VOICES FOR 20 YEARS – FINISHED 2021

# CFI RECENTLY CELEBRATED 20 YEARS OF PROFESSIONAL DEVELOPMENT SERVICE TO JMU FACULTY & STAFF



It's part of JMU's emphasis that they value faculty. And it's important to be able to not just say it, but to point to the ways that you actually demonstrate that value. And I think CFI is one of the things we can point to."

**Jennifer Peeks-Mease,**  
Associate Professor,  
School of Communication Studies

*20 Voices for 20 Years series*



JMU really values student-faculty collaboration, which I knew but I didn't fully understand until I'd been through multiple CFI sessions. ... I was able to take what I learned from CFI and reconceive several projects to partner with talented JMU students.

**Luke Capizzo,** Assistant Professor,  
School of Communication Studies



*20 Voices for 20 Years series*



CFI has the opportunity to make a really big impact on facilitating community on a large scale, especially across different disciplines and with people from different colleges.

**Ashleigh Baber,**  
Associate Professor,  
College of Science and Mathematics



*20 Voices for 20 Years series*





# THANK YOU



[CFI@JMU.EDU](mailto:CFI@JMU.EDU)



[WWW.JMU.EDU/CFI](http://WWW.JMU.EDU/CFI)