Office for Academic Excellence and Assessment (AEA):

Since 1999, the AEA has offered 150 different programs for faculty and staff. Total attendees during that time number 2,243. Participation in the programs is voluntary, although some deans and department chairs may recommend participation for individual faculty as an aid to development or to address specific concerns. Details about those offerings include:

- Semester-long workgroups
  - 56 different workgroups met 3-6 times during a semester for 60-90 minutes
  - Topics focus on teaching, learning and assessment, and include, e.g. classroom assessment, effective grading, peer review of teaching, scholarship of teaching and learning, service learning, embedding and assessing Ignatian values
  - Total participants 523, breakdown by area
    - Nursing – 83
    - CoBA – 41
    - A & S – 236
    - SPAHP – 104
    - Dentistry – 9
    - Law – 6
    - Medicine – 25
    - DoIT – 2
    - Student Services – 15
    - Graduate School – 2

- Workshops (Time-out for Lunch Series)
  - 48 different 60-90 minute interactive sessions
  - Topics focus on a specific component of teaching, learning and assessment and include, e.g., portfolios in assessment, goals and objectives that improve teaching and learning, reflective writing, distance education, grant writing
  - Total participants 589, breakdown by area
    - Nursing – 92
    - CoBA – 13
    - A & S – 204
    - SPAHP – 114
    - Dentistry – 11
    - Law – 5
    - Medicine – 59
    - DoIT – 12
    - Student Services – 74
    - Graduate School – 5

- Co-sponsored (with SPAHP and DoIT) events
  - 27 total participants
  - Specialized topics of interest to the partner groups

- Teleconferences
  - 3 conferences in 2002
• 52 total participants, not reported by area
  • Topics focused on teaching and learning
• Carnegie Teaching Academy
  • 7 total events during 2000 – 2003
  • 549 participants, not reported by area
• Carnegie Teaching Circles
  • 24 teaching circles were formed during 2000 –2002
  • 179 total participants, not reported by area
• Community Partnership, Service Learning
  • 7 programs were conducted between 2004 – 2006
  • 271 total participants
    ▪ 53 community participants
    ▪ 218 participants from Creighton, not reported by area
• CASTL Distinguished Lecture
  • 2 lectures in 2007
  • 53 participants, not reported by area

Division of Information Technology (DoIT):

DoIT sponsors a series of technology training and support activities designed to assist faculty, staff and students with IT needs. The DoIT Training Department reported the following activity for 2006 and 2007:
  • Participants – 903 in 2006, and 1,608 in 2007
  • Topics cover primarily campus systems, Microsoft Office and Adobe systems, and miscellaneous topics
  • Participants are not tracked by division, but a sampling of 213 participants did yield the following for Microsoft Office and Adobe training in 2007:
    • Clinical areas – 40%
    • VP Academic Affairs – 9%
    • VP Finance and Administration – 9%
    • SPAHP – 9%
    • Arts & Sciences – 6%
    • VP Health Sciences – 5%
  • Recent trend has been to provide classes for departments; e.g., there have been three already for Dentistry in 2008
  • Campus Systems training includes coverage of Banner, Typo 3, Event System, and HR systems; relevant information
    • Participants come from all divisions
    • Banner – in 2007 trained 184 people in 47 different sessions
    • Typo3 – in 2007 trained 162 people in 26 sessions
    • Other systems – train on an on-demand basis, statistics are not available
  • Miscellaneous training
    • Net Essentials, Breakfast Bytes, Employee Development, etc.
    • Net Essentials (part of HR’s New Hire Orientation – since inception in February, 2007, there have been 247 participants
    • Breakfast Bytes – expose new technology; seven sessions with 157 participants
Employee Development – total of 71 attendees at two sessions in 2007

- eFellows Faculty Mentoring Program
  - Endowed center that has the goal of improving instructional quality through technological enhancement of faculty teaching skills
  - Program began in 1995
  - Total number of eFellows since inception is 136, by area:
    - Arts & Sciences – 58
    - SPAHP – 35
    - Dentistry – 13
    - Nursing – 11
    - CoBA – 8
    - Medicine – 7
    - Law – 3
    - Reinert Library – 1

Human Resources:

The Human Resources Department at Creighton partners with the Center for Professional Development in providing employee development courses for Creighton employees. Some programs are designed to earn certificates, e.g., the Foundations for Effective Supervision (FES), while others are part of a series of topics of interest for employees generally. Participation is voluntary, and some programs require a fee (e.g., the FES program).

Comments:

Creighton does not have a comprehensive training program for faculty and staff that assists them in managing their development. Both the AEA and the DoIT programs are largely voluntary for faculty, and for staff the training is on an as-needed basis. Programs sponsored by HR are offered on a space-available basis.

Faculty members are expected to remain current in their disciplines. In addition, faculty are expected to teach their courses at an agreed upon level. Advancement for faculty members is based on meeting rank and tenure guidelines in a self-motivated process, i.e., once tenured, there is no requirement that a faculty member make satisfactory progress toward the next rank. Annual performance reviews provide evaluations of performance for merit based compensation increases, but merit raises are not consistently awarded based on meeting previously agreed upon objectives. Staff members are expected to be competent in the skills needed to complete their assigned duties. Promotion tracks for staff have not been clearly articulated in the past, but some progress is being made in this area. Staff member compensation increases have been across the board awards based on university-wide guidelines, but some progress is being made in differentiating pay based on individual job performance.

Sources:

Report from Office of Academic Excellence and Assessment
Report from DoIT Training Department