

Provost's Faculty Match Program

OSU Faculty Scholars for Teaching Excellence

June 2016

Goal

To support excellent teaching and learning innovation that advances Oregon State University's retention and completion goals through strategic use of new endowed positions.

Program Summary

This phase of the OSU Provost's Faculty Match Program will build the number of rotating endowed positions through a matching program. The program provides incentives to deans and faculty to advance teaching and learning excellence in support of increased student success, a strategic university priority.

These endowed faculty position funds must be tied directly to supporting great teachers. The program will support 10 Faculty Scholar positions for three-year renewable terms. Initially, the program will be limited to one Faculty Scholar for each of the academic colleges with undergraduate students (Agricultural Sciences; Business; Earth, Ocean, and Atmospheric Sciences; Education; Engineering; Forestry; Liberal Arts; Public Health and Human Sciences; Science) plus one at OSU-Cascades, for a total of 10.

If the position funds have not been secured by February 1, 2017, the remaining opportunities will be available on a first come, first served basis

Eligible faculty positions include instructors and assistant/associate/full professors. As critical contributors to the University's broader Student Success Initiative, the Faculty Scholars will be a recognized community of practice, committed to sharing teaching practices that are proven to engage students and increase their success at OSU.

Funding

A donor commitment of \$250,000 will initiate a Faculty Scholar Fund for Teaching Excellence. The donor will have up to 5 years to honor the commitment. Once the gift agreement is executed, the University will initiate the endowed scholar fund using the income from the existing endowed L.L. Stewart* funds. This will generate the match, allowing the Faculty Scholar position to be awarded immediately, while giving the donor 5 years to complete the gift commitment. After 5 years, the interest from the endowment will support the Faculty Scholar position in perpetuity.

For the first five years, these Faculty Scholars would receive \$12,500 per year from the L.L. Stewart funds. In subsequent years, the Faculty Scholars would receive \$10,000 year from the endowment (estimated based on current payout rates). The Dean could choose to supplement the award from other funds to make it a full \$12,500 award per year.

The funds are intended to be used with some flexibility, and may be used in support of the faculty member's salary, professional development, student support or training of graduate teaching assistants, as examples.

**Loran L. "Stub" Stewart has generously supported Oregon State University in many ways. The Provost's Faculty Match Program will be enabled by two funds created by Mr. Stewart's estate to specifically support outstanding Oregon State faculty.*

Selection

The Dean will select the faculty member receiving the Faculty Scholar Fund, in consultation with the Vice Provost and Dean of Undergraduate Studies to ensure that the work of the faculty member will advance OSU's student success goals. Faculty will be selected for three-year terms with the possibility of renewal.

The focus of these awards is to advance undergraduate student success and to inspire the development and dissemination of innovative, research-based strategies that engage students and increase retention and completion.

Faculty selected as Scholars for Teaching Excellence must submit proposals which demonstrate the following:

- 1) Commitment to increasing student engagement and success via innovative curriculum design, use of technology, or pedagogy – Any curricular delivery modes may qualify for this program (face-to-face, hybrid, online).
- 2) Application of best practices for student success and equity and inclusion – Outcomes should integrate diversity throughout any curricular changes or improvements.
- 3) Sustainable outcomes – Benefiting colleges/units should demonstrate a commitment to sustaining efforts beyond the term of the endowed award.
- 4) Measurement and assessment of results and sharing lessons learned – Annual reports will be expected and should reflect appropriate data tracking of activities and their impact on student success.
- 5) Alignment with OSU's Blueprint for Undergraduate Student Success.

It is expected that the proposals will be developed in consultation with college/unit leaders and with the Vice Provost and Dean for Undergraduate Studies.

Please see the FAQ for examples of sample activities.

Proposal Submission

The Dean will submit a description of the proposed position for the Provost's review to Mike Moran, OSU Foundation, prior to the gift conversation.

Frequently Asked Questions

- 1) Who sends the gift proposal and agreement to the prospective donor?

The unit dean and/or the OSUF development officer will send the proposals and gift agreements to the prospective donor.

- 2) What if a donor wants to give more than \$250,000?

Our goal is to create 10 \$250K Endowed Faculty Scholar positions. Donors could contribute \$500K to support two positions. Donors could give more than \$250K but the payout schedule would be similar to the \$250K endowment.

- 3) Are there any restrictions on rank?

There are no restrictions on faculty and instructor ranks. All OSU faculty and instructors are eligible to receive this faculty scholar fund.

- 4) What are the funding terms? Can faculty and instructors reapply for the Faculty Scholars Fund?

The Faculty Scholars will be funded for 3-year terms. At the end of the 3-year term, the college dean, in consultation with the Vice Provost and Dean for Undergraduate Studies will either renew the existing faculty member/instructor, or award a new faculty member/instructor for teaching excellence.

- 5) Does the gift remain in the original academic unit and simply move to another faculty member in the unit if not renewed?

Yes, gifts will remain in the original academic college and be provided to a new faculty member if the current faculty member is not renewed, similar to other endowed funds. Our goal is to create 10 endowed faculty scholar positions that will, in perpetuity, support teaching excellence.

- 6) What types of activities are the endowments intended to fund?

Faculty scholars must demonstrate a high level of innovation, creativity and collaboration that leads to great teaching with a positive impact on student success.

Sample activities include the following:

- a. Integration of high impact practices into the curriculum, such as
 - Development of First Year Seminars and Experiences
 - Common Intellectual Experiences by students taking a set of courses around a shared theme
 - Development of Learning Communities
 - Writing-Intensive Courses
 - Collaborative Assignments and Projects
 - Integration of Undergraduate Research
 - Integration of Diversity/Global Learning

- Integration of Community-Based Learning/Service Learning
 - Creation/Integration of Internships related to a degree program
 - Capstone Courses and Projects
 - Integration of curricular and co-curricular experiences
 - Intentional integration of Career Development practices into the curriculum
- b. Innovative use of technology in the classroom, such as the use of adaptive and personalized learning tools to transform classroom learning and interactions
- c. Integration of new or updated pedagogical approaches to teaching and learning for better effectiveness, for example:
- Active learning vs. traditional lecture
 - Use of peer learning assistants in the classroom
 - Flipped classroom
 - Use of recitation or discussion sections
 - Innovative ways to teach large enrollment courses
- d. Projects around data-driven curriculum assessment and re-design
- e. Projects that change the format of a classroom (face to face, hybrid, online) and use technology and data to improve outcomes
- 7) Do we have to specify the proposed teaching excellence project or strategy in the gift agreement?

No. Some deans may have a specific academic program or learning innovation project they would like to support with a faculty scholar award when they are talking with donors. In other instances, a dean may want an open-ended faculty scholar award that they are able to use to inspire faculty to design new efforts that enhance student success. In all situations, the faculty member proposed to receive a faculty scholar award is expected to develop a proposal in consultation with the college/unit leaders and the Vice Provost and Dean for Undergraduate Studies.

- 8) Should the faculty proposal include methods to assess the innovation(s)?

Yes, proposals should include how outcomes will be measured.

- 9) Should the fund leveraging include applications for grants/contracts for teaching and learning innovation?

Faculty and Instructors are welcome to include documentation of additional funding and contracts for teaching excellence and learning innovation, supporting their application for the Faculty Scholars.

- 10) Is OSU-Cascades eligible to participate in this program, since the funds being used are from L.L. Stewart and not from the E&G resources of Corvallis?

OSU Cascades faculty and instructors are eligible for this opportunity.

- 11) Is this program intended only for **new** endowments, or could we use existing endowments that we are still building?

New. The goal is to create 10 new endowed faculty scholar position funds to support excellent teaching.