

NORTHERN ILLINOIS UNIVERSITY
Faculty Development and Instructional Design Center



Annual Report
2000-2001

Content	Foreword
Mission 2	<p>The 2000-2001 Annual Report of the Faculty Development and Instructional Design Center summarizes the programs, activities, and accomplishments of the Center during its second full academic year of operation since its reorganization in August 1998. During 2000-2001, the Center's roles and responsibilities evolved significantly; several new programs and activities were initiated by the Center staff under the direction of the Provost and the advice of the Faculty Development Advisory Committee.</p>
Vision 2	
Functions 2	
Program Data 2	
Teaching Effectiveness 3	<p>The significant accomplishments of the Center during 2000-2001 include:</p> <ul style="list-style-type: none"> ▪ Offering 81 programs on teaching, technology, and development issues for more than 2,168 participants ▪ Hosting the "Partnerships that Work: Conference on Student Learning and Outcomes" which was attended by 250 participants from NIU and the region ▪ Hosting the "Showcase: Learning Technologies for the New Millennium," a faculty and vendor showcase on technologies attended by 600 people ▪ Inviting 14 national and regional experts to present workshops on teaching and technology integration at NIU ▪ Collaborating with campus units to acquire Blackboard™, the web-based teaching system which was quickly adopted by faculty and staff ▪ Offering a number of workshops on online teaching and Blackboard ▪ Promoting accessibility and diversity issues ▪ Seeking externally funded projects for faculty development initiatives <p>Without the help and support of the various campus units, administrators, faculty, supportive professional staff, and civil service staff, the Center could not have accomplished its goals during 2000-2001. The Center is especially grateful to Dr. Lynne Waldeland, Interim Provost and Executive Vice-President and the new Provost and Executive Vice-President, Dr. Ivan Legg for their support of the Center's activities and their guidance, and the Pepsi-Cola General Bottlers, Inc, for the Pepsi Incentive Funding which made it possible for the Center to invite nationally-recognized experts to NIU and arrange a number of campus-wide programs on teaching and technology integration.</p> <p>I would like to express my sincere thanks to the talented and motivated staff of the Center that works hard to assist faculty and academic supportive professional staff in their teaching, technology integration, professional development, and research and scholarly activities.</p> <p>This is the second annual report the Center has produced; I look forward to receiving your feedback on the report and how it can be improved, along with any suggestions for improving our programs and services. Thank you for your continued support.</p> <p>Sincerely,</p> <p>Murali Krishnamurthi Director</p>
Technology Integration 6	
Research and Scholarly Activities 10	
Professional Development 12	
Consultations 14	
Resources 15	
Professional Service 16	
Publications and Presentations 16	
Staff Training and Development 17	
Outreach 18	
Assessment 19	
Faculty Development Advisory Committee 19	
Center Staff During 2000-2001 19	
Staff Awards, Accomplishments, and Changes 20	
Acknowledgments 20	
	

Mission	The mission of the Faculty Development and Instructional Design Center is to support faculty and academic supportive professional staff through a variety of programs, activities, and resources that support the university's mission on teaching, research, and scholarly activities.
Vision	The Faculty Development and Instructional Design Center envisions an enriched academic environment at Northern Illinois University that facilitates and promotes effective teaching, supports professional development, stimulates research and scholarly activities, and encourages the integration of instructional technologies.
Functions	<p>The major functions of the Faculty Development and Instructional Design Center are as follows:</p> <ol style="list-style-type: none"> 1. Provide opportunities for improving teaching effectiveness. 2. Promote research and scholarly activities. 3. Facilitate the integration of instructional technologies. 4. Provide professional development opportunities. 5. Serve as a referral service and as a resource unit for faculty.

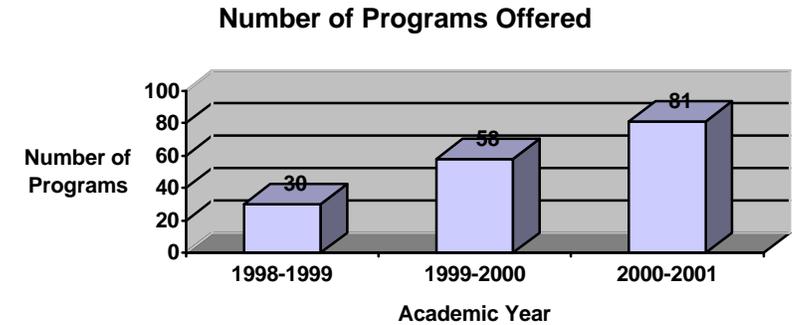
Program Data



The Center offered 81 formally scheduled programs between August 16, 2000 and August 15, 2001. The total attendance for these programs exceeded 2,168. This figure includes participation by faculty and Supportive Professional Staff (SPS), repeat participation by some faculty and SPS, and external visitors. Participation had to be limited in some cases due to laboratory and supervisory staff limitations.

Program data does not include information dissemination meetings, invited presentations by academic units, and workshops offered by the Center staff as part of the HECA grant to consortium members from four institutions during 2000-2001. Some programs were co-sponsored with other campus units.

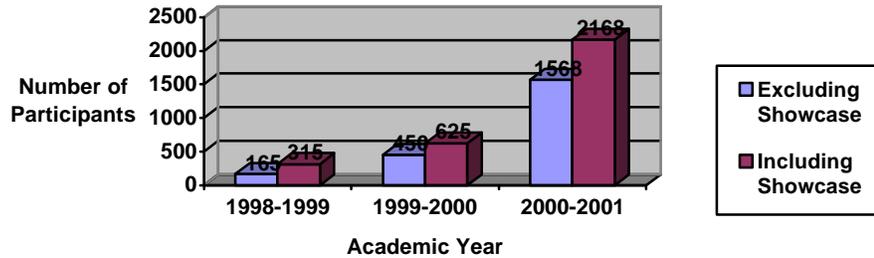
As the two charts below indicate, numbers of programs offered by the Center and program attendance have steadily grown during the past three years. Participation in faculty development programs is completely voluntary and the increase in attendance is a clear indication of faculty interest in participating in development programs on teaching improvement, technology integration, and related areas. The increase in number of programs indicates the Center's responsiveness to faculty needs.



The following chart indicates program attendance including and excluding the Learning Technologies Showcase. Data on consultations, grants and other development programs offered are included in separate sections in this report.



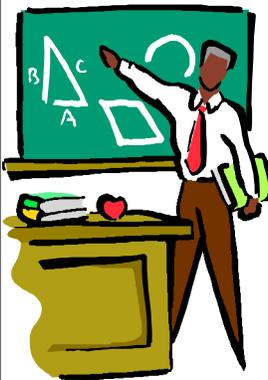
Program Attendance



Teaching Effectiveness

The Faculty Development and Instructional Design Center promotes effective teaching through the following activities and services:

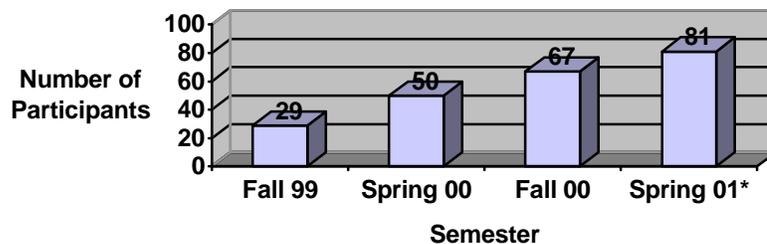
- Arrange workshops, seminars, institutes and related programs on teaching effectiveness
- Provide instructional design consultations
- Offer workshops on integrating technology into teaching
- Offer teaching-related consultations and classroom observations
- Assist faculty with the development of learning communities to promote good teaching and networking
- Promote multicultural and international education
- Provide access to resources on teaching



During 2000-2001, the Center offered teaching effectiveness programs of varying durations on a number of topics of interest to faculty. Many of these programs were coordinated by Connie Hanson, Program Coordinator at the Center. The results of program assessments conducted by the Center indicated that more faculty participated in teaching effectiveness programs of longer duration scheduled before classes started each semester or programs on particular topics offered by expert presenters from outside NIU few times during the semester. Based on this conclusion, the Center scheduled its teaching effectiveness programs that resulted in a greater success in 2000-2001 compared to the previous year.

Faculty participation in the Teaching Effectiveness Institute coordinated by the Center at the beginning of every fall and spring semester has steadily increased. This is a positive outcome and it reflects faculty interest in improving teaching and the Center's effort in offering programs that meet faculty needs and interests.

Teaching Effectiveness Institute Participation



*Spring '01 Teaching Effectiveness Institute was for two days and the attendance figure listed in the chart above was the average attendance for two days.



During 2000-2001, the Center invited several nationally and regionally-recognized presenters to offer workshops on various topics on teaching. They included:

- Tom Cyrs and Carol Cyrs (New Mexico State University)
- Kathy Engelken (Illinois Campus Compact)
- Richard Felder and Rebecca Brent (North Carolina State University)
- Kathy Fitch (College of DuPage)
- Diane Gilleland (Illinois Board of Higher Education)
- William Hammack (University of Illinois)
- Megan Hughes (St. Xavier University)
- George Kuh (Indiana University)
- Gary Lubbert and Belinda Wholeben (Rockford College)
- Peter Seldin (Pace University)
- John Taylor (North Central Accreditation)

Partnerships that Work: Conference on Student Learning and Outcomes

Faculty Development and Instructional Design Center and the Office of the Provost hosted this regional conference on October 19, 2000 to promote partnerships on student learning and outcomes assessment issues among academic and student affairs units in two-year and four-year universities. 250 participants from and outside NIU attended the conference. Keynote presenters at the conference included George Kuh (Indiana University), Diane Gilleland (Illinois Board of Higher Education) and John Taylor (North Central Accreditation).

The conference and the invited presenters could not have been arranged without the generous support of Pepsi Incentive Funding awarded to the Center by Pepsi Cola General Bottlers, Inc., through NIU Foundation, and the Offices of the President and the Provost at NIU.

Teaching effectiveness programs offered by the Center during 2000-2001

“Teaching Effectiveness Institute,” offered by NIU faculty and coordinated by Mary Samardzija on August 17, 2000.

“Distance Learning Workshop,” by Tom Cyrs and Carol Cyrs (New Mexico State University), August 18, 2001.

“Conducting Effective Discussions,” a workshop offered by Carol Scheidenhelm and Mary Samardzija on September 3, 2000.

“Making Large Classes Work,” a video presentation and discussion facilitated by Mary Samardzija on September 18, 2000.

“Motivate Your Students to Revise Through Effective Response,” a workshop offered by Mary Samardzija on September 25, 2000.

“Dealing with Academic Dishonesty and Difficult Students,” a workshop offered by Terry Bishop (Management), Larry Bolles (Judicial Office), and Kathy Hotelling (Student Counseling Center) on October 5, 2000.

“Survey Construction,” a workshop by Barbara Burrell (Public Opinion Laboratory), October 17, 2000. Moderated by Mary Samardzija and Carol





Scheidenhelm.

“Partnerships That Work: Conference on Student Learning and Outcomes,” conference hosted by the Office of the Provost and the Faculty Development and Instructional Design Center with the cooperation of many campus units and the sponsorship of Pepsi Incentive funding on October 19-20, 2000.

“Why are some nations rich and some poor?” a Presidential Teaching Professor Seminar by Clark Neher (Political Science) on November 28, 2001. Co-sponsored by the Office of the Provost and moderated by Robert Wheeler (Interim Associate Provost).

“Simplifying for Clarity,” a video presentation on enhancing lecture techniques by Mary Samardzija on December 6, 2000.

“With a Little help from my friends: Implementing Information Technology into the Curriculum,” a PBS telecast on December 7, 2000 sponsored by Faculty Development and Instructional Design Center and several campus units.

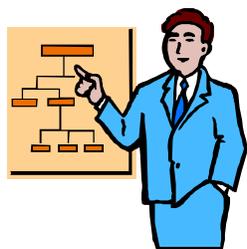
“Teaching Effectiveness Institute,” a two-day institute presented by Richard Felder and Rebecca Brent on January 11- 12, 2001.

“Student Electronic Portfolios for Academic and Departmental Assessment,” a workshop jointly sponsored by Writing Across the Curriculum Program and Faculty Development and Instructional Design Center on February 2, 2001.

“Online Teaching Series,” a 5-week workshop series on online teaching techniques for a cohort group of faculty offered by the Center staff from February 23, 2001.

“Service Learning: Building the Possibilities,” a workshop offered by Kathy Engleken (Illinois Compact), Gary Lubbert and Belinda Wholeben (Rockford College) on March 21, 2001. Moderated by Mary Samardzija.

“Collaborative Learning in Mathematics,” a Presidential Teaching Professor seminar offered by John Beachy (Mathematical Sciences) on March 29, 2001. Co-sponsored by the Office of the Provost and moderated by Robert Wheeler.



“Peer Teaching - Students Thinking Together,” a workshop offered by William Hammack, University of Illinois, on April 6, 2001.

“Teaching in America,” a video presentation and panel discussion by Manfred Thullen (International Programs) and Mohsen Pourhamadi (Statistics) on April 18, 2001.

“Staying the Course: Retaining Online Students,” a PBS telecast sponsored by the Center and several campus units on April 19, 2001.

“Teaching Portfolios,” a half-day workshop presented by Peter Seldin (Pace University) on April 27, 2001.

“Administrative Portfolios,” a half-day workshop presented by Peter Seldin (Pace University) on April 27, 2001.

	<p>“Accommodative Teaching Institute,” presented by Nancy Long (Department of Communicative Disorders) and co-sponsored by the Faculty Development and Instructional Design Center during May 14-18, 2001.</p> <p>“How to Prepare Your Students for Virtual Learning in the Online or **Blended course,” a workshop presented by Carol Scheidenhelm on August 7, 2001.</p> <p>The above list does not include customized teaching effectiveness programs offered by the Center for several academic units.</p> <p><u>Multicultural Curriculum Transformation Institute</u> Murali Krishnamurthi coordinated various aspects of the 2001 Multicultural Curriculum Transformation Institute held during May 15-23, 2001. The institute was sponsored by the Provost’s Task Force on Multicultural Curriculum Transformation. The institute was attended by 18 participants and the keynote speakers of the institute were Terrell Jones (Pennsylvania State University and Johnnella Butler (University of Washington). Complete information about the institute can be found at http://www.niu.edu/mcti the website developed by Murali Krishnamurthi.</p>
<p>Technology Integration</p> 	<p>The Center promotes technology integration into teaching, courses, and curricula through the following activities and services:</p> <ul style="list-style-type: none"> ▪ Offer workshops, seminars, institutes, and related programs on integrating a wide spectrum of technologies into teaching ▪ Provide a laboratory environment for faculty to experiment with instructional technologies ▪ Serve as the initial point of contact for faculty teaching online credit courses ▪ Offer training programs on web course management software and online pedagogy ▪ Make available resources on instructional technologies and related topics ▪ Collaborate with other units to provide support for faculty in integrating instructional technologies <p>The Center views technology integration as part of teaching effectiveness and not independent of teaching. The technology integration programs offered by the Center focus on pedagogy as well as technology skills. During 2000-2001, the Center offered a number of programs ranging from the integration of basic instructional technologies to advanced multimedia technologies.</p> <p>During 2000-2001, the Center invited expert presenters from AACT, Inc (Chicago) to offer advanced workshops on multimedia techniques, and Blackboard, Inc. to offer a two-day workshop on Blackboard web-based teaching system. These could not have been possible without the generous support of Pepsi Incentive Funding awarded to the Center by Pepsi Cola General Bottlers, Inc through the NIU Foundation and the Offices of the President and the Provost.</p> <p><u>Showcase 2001: Learning Technologies for the New Millennium</u> The Center hosted its third annual learning technologies showcase on March 28, 2001. The showcase included technology exhibits by 29 faculty, academic and support units, and 27 commercial vendors. Nearly 600 faculty, staff, and students from NIU and the surrounding region attended the showcase. The 2001 Showcase</p>



committee also awarded 5 Web Awards on various categories for NIU web sites and 32 door prizes to participants. The Showcase is another example of successful collaboration among campus units in promoting learning technologies at NIU. The Showcase is also an outcome of NIU faculty's participation in the Faculty Summer Institute on Learning Technologies sponsored at the University of Illinois at Urbana-Champaign each May. More information about the showcase can be found at the website <http://www.niu.edu/showcase>. The David Raymond Grant for the Use of Technology in Teaching was also held on the same day as the Showcase.

Technology integration programs offered by the Center during 2000-2001:

“Video Capturing and Editing Using Adobe Premiere,” a two-day workshop offered by AACT, Inc., of Chicago on August 24, and 25, 2000.

“Capturing Audio on Your Computer,” a workshop offered by Jay Orbik on September 8, 2000.

“Creating a Web Syllabus,” a workshop offered by Carol Scheidenhelm and Mary Samardzija on September 12, 2000.

“Blackboard Training,” a two-day workshop offered by Blackboard, Inc. on September 21-22, 2000.

“Digital Imaging,” a daylong workshop offered by AACT, Inc., and coordinated by Jay Orbik on October 6, 2000.

“Basic Web Design Using Netscape and FrontPage,” a workshop offered by Laura Miller, Carol Scheidenhelm, and Mary Samardzija on October 9 and 10, 2000.

“Faculty Job Security in an Online World,” a PBS Telecast sponsored by the sponsored by Faculty Development and Instructional Design Center and several campus units (Division of Continuing Education, Media Services, University Libraries, Information Technology Services, and the Learning Center) on October 12, 2000.

“Blackboard Basics,” a workshop offered by Carol Scheidenhelm on October 13, 2000.

“Creating and Publishing Streaming Media with RealProducer™,” a workshop offered by Jay Orbik on October 27, 2000.

“Basic Image Scanning for the Web,” a workshop offered by Jay Orbik on November 3, 2000.

“Blackboard Basics,” a workshop offered by Carol Scheidenhelm on October 13, 2000.

“Teaching Powerpoint,” a workshop offered by Carol Scheidenhelm for Teaching Assistants on November 10, 2001.

“Redesigning Websites for Accessibility,” a workshop presented by Laura Miller on November 15, 2000.





“Creating and Publishing a Narrated Streaming Slide Show with RealSlide™ Show,” a workshop presented by Jay Orbik on November 21, 2000.

“Blackboard II (Intermediate),” a workshop presented by Carol Scheidenhelm on December 1, 2000.

“Blackboard III (Advanced), a workshop presented by Carol Scheidenhelm and Jay Orbik on December 7, 2000.

“Blackboard I,” a workshop presented by Carol Scheidenhelm on December 15, 2000.

“Redesigning Websites for Accessibility,” a workshop presented by Laura Miller on January 16, 2001.

“Capturing Audio on Your Computer,” a workshop presented by Jay Orbik on January 24, 2001.

“Blackboard I,” a workshop presented by Carol Scheidenhelm on January 26, 2001.

“Basic Image Scanning for the Web,” a workshop presented by Jay Orbik on February 2, 2001.

“Basic Web Design Using Netscape and FrontPage,” a two-part workshop presented by Laura Miller on February 7 and 9, 2001.

“Blackboard II,” a workshop presented by Carol Scheidenhelm on February 16, 2001.

“Streaming Media,” a workshop presented by Jay Orbik on February 21, 2001.

“Blackboard I,” a workshop presented by Carol Scheidenhelm on March 1, 2001.

“Blackboard II,” a workshop presented by Carol Scheidenhelm on March 2, 2001.

“Blackboard I,” a workshop presented by Carol Scheidenhelm on March 7, 2001.

“Creating and Publishing a Narrated Streaming Slide Show with Real SlideShow™,” a workshop presented by Jay Orbik on March 13, 2001.

“Macromedia Flash Animation Workshop,” facilitated by Jay Orbik in collaboration with Media Services on March 15, 2001.

“Blackboard III,” a workshop presented by Jay Orbik and Carol Scheidenhelm on March 16, 2001.

“Showcase 2001: Technology for the New Millennium,” a daylong showcase of faculty and vendor exhibits on learning technologies organized by the Center and sponsored by several units on campus on March 28, 2001.

“Capturing Audio on Your Computer,” a workshop presented by Jay Orbik on





March 30, 2001.

“Creating and Publishing Streaming Media with RealProducer™,” a workshop presented by Jay Orbik on April 10, 2001.

“Blackboard I,” a workshop presented by Carol Scheidenhelm on April 13, 2001.

“Creating and Publishing a Narrated Streaming Slide Show with RealSlideShow™,” a workshop presented by Jay Orbik on April 18, 2001.

“Blackboard II,” a workshop presented by Carol Scheidenhelm on April 24, 2001.

“Photoshop 6.0 Introduction,” a workshop presented by Jay Orbik on May 11, 2001.

“Webfolios Using FrontPage 2000,” a daylong workshop presented by Laura Miller on May 24, 2001 as part of the Portfolio workshop sponsored by the Provost’s Office.

“Digital Imaging for the Web using Adobe Photoshop,” a daylong workshop conducted by the AACT, Inc. (Chicago) and facilitated by Jay Orbik on May 25, 2001.

“Blackboard II,” a workshop presented by Carol Scheidenhelm on June 14, 2001.

“Multimedia Integration into Blackboard,” a workshop offered by Jay Orbik on June 26, 2001.

“Advanced Photoshop I: Image Correction Tools,” a workshop offered by Jay Orbik and Don Butler (Media Services) on July 6, 2001.

“Multimedia Integration into Blackboard (Advanced),” a workshop presented by Jay Orbik on July 10, 2001.

“Accessibility and Universal Web Design,” a workshop presented by Laura Miller and assisted by Michael Williams on July 17 and July 24, 2001. Guest speaker, Betty Blecher, demonstrated JAWS, a text-reader program for the blind, on July 24, 2001.

Laboratory facilities for faculty to experiment with technologies

The Center’s four-station Collaboratory and four-station Digital Multimedia Studio were used by a number of faculty and academic supportive professional staff during 2000-2001 for experimenting with instructional technologies. However, technology workshops for larger audiences could not be offered in these facilities due to lack of space and computing equipment.

During 2000-2001, the College of Health and Human Sciences graciously shared its newly designed state-of-the-art computer laboratory in Still Gym 201 with the Center for offering hands-on workshops. The Center setup has 16 scanners and an overhead video projector in the 48-workstation facility. This laboratory allowed the Center to offer larger workshops on technology and related faculty development activities.





Online teaching initiatives

One of the major accomplishments of the Center during 2000-2001 was its participation with Information Technology Services in coordinating the selection of Blackboard™, the Web Course Management System, and the development of programs to familiarize faculty on Blackboard and online teaching techniques. Since July 2000, the Center has also been serving as the central point of contact for faculty interested in developing and teaching online credit courses and providing them with training, consultations, and resources on online software and pedagogy.

During spring 2001, Center staff designed and developed a comprehensive curriculum consisting of a series of workshops on Blackboard and online teaching. These included 5 levels of workshops on Blackboard and a number of workshops on multimedia techniques. By the end of July 2001, more than 300 faculty had requested accounts for nearly 350 courses of varying levels of online delivery and enrolled more than 3,000 students in Blackboard. This overwhelming embracing of online teaching can be attributed to faculty enthusiasm to learn new technologies, the initiative of Center staff and the collaborative support of Information Technology Services, Registration and Records, and campus units.

As part of the online teaching initiative, Center staff identified a number of issues related to developing the necessary infrastructure for online teaching at NIU and has been working closely with Information Technology Services (ITS), Media Services, Provost's Office, President's Office, and Registration and Records to address these issues. These issues include:

- Blackboard course accounts administration
- Training of help desk and support staff to assist Blackboard users
- Development of FAQs and other online resources for Blackboard users
- Automation of course accounts creation and student enrollment in Blackboard
- Blackboard Level III upgrade and installation

Center staff has been functioning temporarily as Blackboard course accounts administrators since the system was acquired during fall 2000, and has been working with Information Technology Services to automate the course accounts and student enrollment processes and transfer the responsibilities to them.

Research and Scholarly Activities



The Center considers teaching, research, and scholarly activities as part of scholarship, and promotes research and scholarly activities through the following activities and services:

- Promote research mentoring programs with the help of academic units and the Graduate School
- Encourage collaborative research and scholarly efforts across disciplines
- Refer faculty to appropriate resource units that support research and scholarly activities at NIU, and convey to these units faculty needs on related issues
- Seek externally funded projects to support faculty development activities

Research Mentoring

The Center established a pilot research-mentoring program at the College of Health and Human Sciences during summer 2000. Dr. Sherilynn Spear, Chair of the School of Allied Health Professions, mentored a group of non-tenured faculty. This mentoring group continued to meet during fall 2000 as well as spring 2001.



A second research mentoring group was organized during summer 2001 and this group includes faculty from the College of Health and Human Sciences and the College of Business. This group is also being mentored by Dr. Sherilynn Spear.

Collaborative research and scholarly efforts

Center staff assisted numerous faculty on research and scholarly activities related to pedagogy and/or technology integration and also collaborated on some research projects during 2000-2001. One example is the Center's continued participation in the Environmental Management Systems curricular project supported by a National Science Foundation grant.

Center staff, under the leadership of Jay Orbik, collaborated with faculty and technical supportive staff from NIU, Governors State University, Kishwaukee College, Northeastern Illinois University, and McHenry County College and offered or coordinated numerous workshops on multimedia technologies as part of the HECA grant awarded to the Center for 1999-2000. The group is continuing to meet every semester even after the project has been completed.

Seeking externally funded projects

The Center submitted or participated in the submission of numerous proposals to external agencies to obtain funding for faculty development activities that could not be supported with the Center's regular budget. The following proposals were submitted directly by the Center or in partnership with other campus units during 2000-2001:

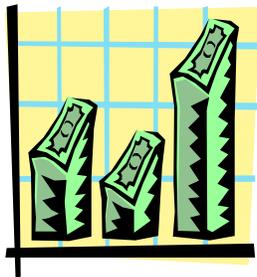
The proposal titled, "An Integrated Approach to Educating a Diverse Population on Environmental Management Systems," submitted by Murali Krishnamurthi, Harvey Smith (SSRI) and Philip Carpenter (Geology and Environmental Geosciences) was funded by the *National Science Foundation* for \$74,800 from 02/02/2001 to 07/01/2002.

"A Strategic Initiative for the Transformation of Faculty and Supportive Professional Staff at NIU," a proposal for \$25,000 submitted by Murali Krishnamurthi to the NIU Foundation on January 26, 2001. Proposal not funded.

"Partnership to infuse technology into the teacher education curriculum," proposal submitted to the U.S. Department of Education by Corenna Cummings (College of Education) on February 21, 2001. Funding requested: \$322,354 for Year 1. (Project Partner: Faculty Development and Instructional Design Center).

"Cooperative Development and Training for Innovative Technologies for Distance Learning," proposal prepared and submitted to HECA by Murali Krishnamurthi on May 31, 2001. Funding requested: \$259,040 (Five Year Total). Project consortium includes Kishwaukee Community College, Northeastern Illinois University, McHenry County College, and Governor's State University. Proposal pending.

"Access-Ability through Accommodative Teaching and Technology: Conference on Addressing the Needs of Students with Disabilities," proposal prepared and submitted to HECA by Murali Krishnamurthi on May 31, 2001. Funding requested: \$14,900. Project consortium includes Rock Valley College, Northeastern Illinois University, Waubesa Community College and Sauk Valley



	<p>Community College. Proposal pending.</p> <p>Center staff conveyed faculty needs on research and scholarly activities to the Office of Sponsored Projects, referred a number of faculty to the office, and also promoted the following program: "Finding Funding Sources at Your Fingertips," sponsored by the Office of Sponsored Projects, September 20, 2000.</p>
<p>Professional Development</p>  	<p>The Center provides professional development opportunities to faculty and supportive professional staff through the following activities and services:</p> <ul style="list-style-type: none"> ▪ Arrange mentors for new faculty joining NIU ▪ Provide career consultation services to faculty ▪ Offer professional development grants to faculty and supportive professional staff ▪ Serve as a referral resource to faculty for their professional needs ▪ Assist in hosting the new faculty forum and maintain communication channels with new faculty ▪ Convey faculty needs to the Provost's Office, and foster faculty development <p>During 2000-2001, the Center coordinated the New Faculty Forum for the first time for the Office of the Provost and also arranged a number of development programs for faculty. These include:</p> <p>"New Faculty Forum," coordinated by Center staff on August 23, 2000. Sponsored by the Office of the Provost.</p> <p>"Minority Faculty Luncheon," co-sponsored by the Center along with Affirmative Action and Diversity Resources on October 5, 2000.</p> <p>"Lunch with the Provost for First Year NIU Faculty" coordinated by Center staff on February 1, 2001 and co-sponsored by the Office of the Provost.</p> <p>Center staff also arranged two series of Sign Language classes for faculty, one from February 13, 2001 and another from February 14, 2001, with the help of Louis Lummer, College of Education.</p> <p>During 2000-2001, the Center arranged mentors for 8 new faculty who requested such support. Both mentors and mentees were supplied with numerous articles, web resources, and helpful information on mentoring.</p> <p>Professional Development Grants</p> <p>During 2000-2001, the Center coordinated the following grant programs:</p> <ul style="list-style-type: none"> ▪ Faculty Development Grants (two cycles each year) ▪ Supportive Professional Development Grants (two cycles each year) ▪ David Raymond Grant for the Use of Technology in Teaching ▪ Faculty Summer Institute on Learning Technologies Grant <p>The Center offered the following professional development grant writing workshops during 2000-2001:</p> <p>"Faculty Development Grant Writing workshop," presented by Murali Krishnamurthi on October 27, 2000 and April 3, 2001.</p>



“Supportive Professional Development Grant Writing Workshop,” presented by Murali Krishnamurthi on November 3, 2000 and April 20, 2001.

“Service Learning: Funding Opportunities Through Campus Compact,” presented by Kathy Engelken, Campus Compact, and coordinated by Mary Samardzija and Connie Hanson on April 2, 2001.

The Center sponsored 29 faculty and SPS to engage in new learning outside NIU through Faculty Development Grants, SPS Development Grants, and the Faculty Summer Institute on Learning Technologies Grant programs during 2000-2001. The Faculty Summer Institute on Learning Technologies grant was fully funded by the Office of the President and the Office of the Provost during 2000-2001. The Office of the President also allocated \$3,000 for SPS Development Grants during 2000-2001, which enabled the Center to fund two grant cycles of \$3,000 each (the other \$3,000 funded by the Center).

The David Raymond Grant for the Use of Technology in Teaching was sponsored by Mr. David Raymond, former Member of NIU Board of Trustees and the Office of the Provost. One recipient was awarded \$2,500 through the grant. The recipient was required to give a public presentation that was attended by Mr. Raymond.

Faculty Development Grant recipients received a maximum of \$2,500 each from the Center. They had to submit a formal proposal and indicate equal matching and letters of support from their academic units. Supportive Professional Development Grant recipients received a maximum of \$1,000 each. They had to submit a formal proposal and a letter of support. Recipients of both grants are required to submit final reports after completing their development activities.

Faculty Development Grants Awarded for July to December 2000

Taylor Atkins (History)
Judith Chitwood (Theatre/Dance)
Sarah Conklin (Counseling, Adult and Health Education)
Francine Falk-Ross (Literacy Education)
Christine LoFaso (Art)
Gretchen Schlabach (Kinesiology and Physical Education)
Peng-Yung Woo (Electrical Engineering)

Faculty Development Grants Awarded for January to June 2001

Laura Anderko (School of Nursing)
Alexandra Bennett (Department of English)
LaVerne Gyant (Center for Black Studies)
Thomas Sims, et al. (Department of Biological Sciences and Plant Molecular Biology Center)
Thomas Sims (Department of Biological Sciences and Plant Molecular Biology Center)

Supportive Professional Development Grants Awarded for July to Dec. 2000

Kirk Miller (Public Opinion Lab)
Peter B. Olson (Art Museum)
Brad Pietens (External Programming, College of Education)
Judy Skorek (University Resources for Women)





Supportive Professional Development Grants Awarded for Jan. to June 2001

Judd Baker (HSC/Finance and Facilities)
 Sandi Kuchynka (College of Health and Human Sciences)
 Phil Voorhis (Intercollegiate Athletics/Student-Athletes)
 Hope D. Williams (Student Athlete Support Services)

2001 David Raymond Grant for the Use of Technology in Teaching Recipient

Gary Baker, Department of Chemistry and Biochemistry

Faculty Summer Institute on Learning Technologies Grant Recipients for 2001

Giovanni Bennardo (Anthropology)
 Andrew Byrom (Art)
 Glenda Cosenza (Music)
 Deborah DeRosa (English)
 Francine Falk-Ross (Literacy Education)
 Youakim Al Kalaani (Technology)
 Brian Mackie (Operations Management and Information Systems)
 Christine Malecki (Psychology)
 Lynn Neeley (Management)
 Thomas J. Smith (Educational Technology, Research, and Assessment)
 Francisco Solares-Larrave (Foreign Languages and Literatures)

Center staff followed up with many of the grant recipients during the academic year and assisted them in their grant activities. The Center also participated in the selection of International Development Seminar grant recipients sponsored by the Division of International Education.

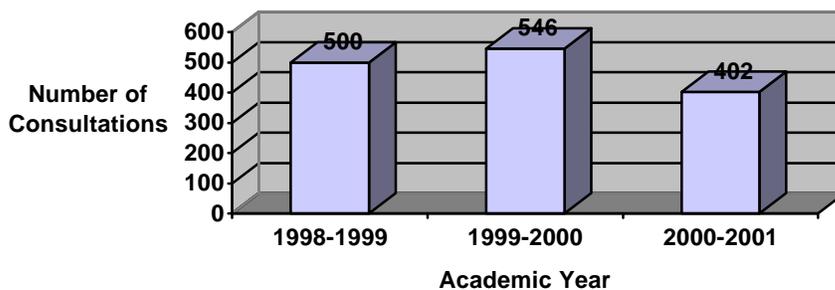
Consultations



Apart from offering workshops on teaching, technology integration, research and scholarly activities, and development grants, Center staff offer individual and group consultations on a range of issues for faculty and SPS. These consultations range from half an hour to several hours and can take place face to face, online, or through the phone.

During 2000-2001, Center offered a total of 402 face-to-face consultations to 274 faculty and SPS. Many of these faculty and SPS required numerous consultations of varying durations during the same period. These figures do not include telephone or online consultations or consultations on non-academic matters.

Number of Individual Consultations

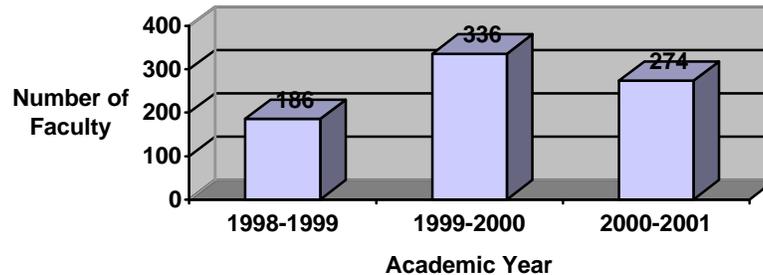


By increasing program offerings during 2000-2001 compared to previous years, Center staff served more faculty and SPS through regularly scheduled programs for large groups of faculty, and as a result reduced the number of repetitive individual



consultations. Center staff found it efficient to reach more faculty and SPS through programs offered for groups of faculty than repeating the same information through individual consultations. The reduction in number of face-to-face individual consultations during 2000-2001 clearly indicates that the strategy worked.

Number of Faculty Who Received Consultations



Center staff also noticed that faculty learned more from each other by sharing experiences, engaging in constructive dialog on teaching, and collaborating with one another when they participated in programs offered for groups of faculty than from individual consultations. However, for certain issues faculty and SPS needed individual, confidential consultations, and Center staff made themselves fully available to all those who needed such assistance.

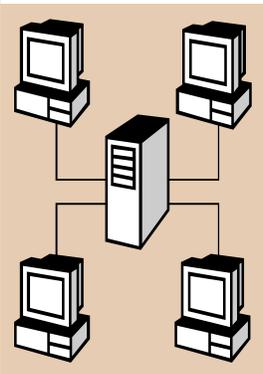
Resources

Center staff developed or acquired and made available during 2000-2001 numerous resources on various topics of interest to faculty. These include:

- a number of videos on teaching and related topics that were checked out by faculty
- a 192-page “Instructional Guide for University Faculty” with foundational information and practical techniques on effective teaching
- online resources on a number of topics posted on the Center’s website.
- numerous brochures that served as quick references on particular topics.

The list of videos available from the Center can be found at:
<http://www.niu.edu/facdev/resources/videos.html>

The “Instructional Guide for University Faculty” can be found at:
<http://www.niu.edu/facdev/resources/guideintro-01.html>



Apart from the mentioned resources, Center staff continued to maintain the following computing facilities during 2000-2001:

- a four-station Collaboratory for faculty to experiment with a variety of instructional technologies (maintained by Laura Miller, Information Technology Coordinator at the Center)
- a four-station Digital Multimedia Laboratory for faculty to experiment with multimedia technologies (maintained by Jay Orbik, Multimedia Coordinator at the Center)
- a Windows NT network of three servers and 22 workstations (maintained by Laura Miller, Information Technology Coordinator) to support the above mentioned laboratories and the computing needs of Center staff.

One of the three servers was set up as a development server for faculty web projects.

	<p>another server was setup for experimenting with online teaching tools such as asynchronous discussion software, and the third one was set up as a backup server. These facilities were used for offering workshops for small groups of faculty as well as for experimentation by individual faculty and supportive professional staff.</p> <p>Center staff moderated the following Listservs which served as both informational and networking resources for faculty:</p> <ul style="list-style-type: none"> ▪ New Faculty Virtual Forum ▪ Blackboard Users ▪ Blackboard Support (Campus Trainers) <p>Center staff also posted information on other listservs, such as NetTeach, Webmasters, and academic units' listservs on campus to disseminate information about Center's programs, grant opportunities, etc.</p>
<p>Professional Service</p> 	<p>Center staff served on numerous formal and informal committees, commissions, task forces, and groups at NIU and contributed their services. The following list shows a sample of committees that Center staff served on during 2000-2001:</p> <ul style="list-style-type: none"> Computing Facilities Advisory Committee ESP/CHANCE Advisory Committee Faculty Summer Institute on Learning Technologies Statewide Planning Committee Intellectual Property Committee International Week Committee Presidential Commission on the Status of Minorities Presidential Commission on Persons with Disabilities Presidential Task Force on Asian Americans Provost's Task Force on Multicultural Curriculum Transformation Responsible Conduct of Research Committee Society of Hispanic Professional Engineers Technology Advancement Group (TAG) Technology Advancement Group+ (TAG+) WebMasters <p>Murali Krishnamurthi served as a reviewer for the 2001 POD, faculty development conference, and reviewed numerous proposals for workshops and panels. Center staff also served on several other informal working groups such as the ones established for hosting the Learning Technologies Showcase and the Conference on Copyright and Intellectual Property Issues at NIU.</p>
<p>Publications and Presentations</p>	<p>Apart from publishing its Instructional Guide for University Faculty, the Center also published its newsletter "Spectrum" twice during 2000-2001. The issues can be found at http://www.niu.edu/facdev/resources/newsS01.html</p> <p>With the help of Publications, the Center designed and distributed to workshop participants a poster titled, "I Love Teaching at NIU" to promote teaching. Center also designed and distributed a mug as a promotional gift at its major events. Center staff designed or updated the following informational brochures for faculty during 2000-2001:</p> <ul style="list-style-type: none"> ▪ New Faculty Mentoring Program ▪ Your First Year at NIU



The following presentations were given by Center staff at various conferences or professional meetings during 2000-2001:

“Accommodative Teaching and Development for Faculty and Student Success,” workshop presented by Murali Krishnamurthi and Nancy Long (Department of Communicative Disorders) at the *2000 POD (Professional and Organizational Development) Conference* held during November 8-12, 2000 at Vancouver, BC.

“Teaching with Technology,” panel presentation moderated by Carol Scheidenhelm at the *Partnerships That Work: Conference on Student Learning and Outcomes* held on October 20, 2001 at NIU.

“Blackboard I, II, III”, “Beginning PowerPoint,” “Designing Instruction for the Web,” “Net Conference and Meeting,” workshops presented by Carol Scheidenhelm at the *2001 Faculty Summer Institute on Learning Technologies* held during May 15-19, 2001 at the University of Illinois at Urbana-Champaign, IL.

“Creating and Publishing Media with Real Producer”, “Creating and Publishing a Narrated Streaming Slide Show with Real SlideShow” and “Basic Image Scanning for the Web,” workshops presented by Jay Orbik at the *2001 Faculty Summer Institute on Learning Technologies* held during May 15-19, 2001 at the University of Illinois at Urbana-Champaign, IL.

“The Year of the Cohort,” workshop presented by Laura Miller and the online collaborative group at the *Distance Teaching & Learning Conference* at Madison, Wisconsin on August 8, 2001.

Staff Training and Development

Along with coordinating various programs offered, Center staff attended many professional development programs offered by the Center as well as by other units at NIU. Listed below is a sample of professional development activities that the Center staff participated outside NIU during 2000-2001:

American Association of Higher Education (AAHE) Assessment Conference at Denver, CO on June 23-26, 2001 attended by Murali Krishnamurthi.

POD (Faculty Development) Conference at Vancouver, B.C. on November 8 – 12, 2000 attended by Murali Krishnamurthi.

“Building a Multilevel Website with Windows 2000 and IIS 5.0”, a Microsoft Technet workshop held on March 22, 2001 attended by Laura Miller.

“Managing Distance Education in Higher Education,” a two-hour audioconference elective as part of the University of Wisconsin DE Certificate Program attended by Laura Miller.

Distance Teaching & Learning Conference held in Madison Wisconsin on August 7-10, 2001 attended by Laura Miller.

NAB Multimedia Equipment Show, Las Vegas, April 2001 attended by Jay Orbik.

Presentation by Robert Norman of UNext (online university) and additional sessions at the International Visual Literacy Association Convention in Ames, Iowa





attended by Jay Orbik.

“Regional P-16+ Service Learning Symposium” at Illinois State University on February 8, 2001 attended by Mary Samardzija and Connie Hanson.

“Chicago Chapter of American Society for Training and Development Education (CCASTD) Summit on Assessment,” held at Chicago, Illinois on November 18, 2001 attended by Mary Samardzija.

“Handling Offensive Remarks,” a workshop sponsored by the Chicago Chapters of American Society Training and Development (CCASTD) at Oak Brook, Illinois attended by Mary Samardzija.

“Distance and e-learning,” a Crackerbarrel event sponsored by the Chicago Chapter of the International Society of Performance Improvement (CISPI) on Thursday, September 14, 2000 in Orland Park, IL attended by Mary Samardzija.

“Teaching Critical Thinking Using Active Learning,” Annual UIUC Faculty Retreat on Active Learning in Champaign-Urbana, IL held on February 7, 2001 attended by Mary Samardzija.

“Dreamweaver,” a workshop offered by Integrated Performance Systems, Hoffman Estates, IL, on August 1-3, 2001 by Carol Scheidenhelm.

“Online Course Offerings and Delivery systems,” University of Illinois College of Engineering Open House, Rockford, Illinois, July 19, 2001 attended by Michael Williams.

Center staff attended the ITS conference on September 26, 2000, the Blackboard training workshops on September 21-22, 2000 and the Digital Imaging workshop on October 6, 2000 at Northern Illinois University.

Outreach



Center staff engaged in numerous outreach activities during 2000-2001 and listed below is a sample of those activities:

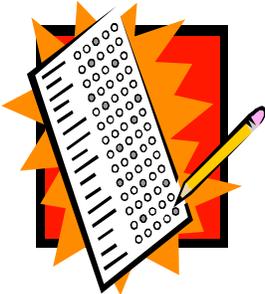
Jay Orbik offered a lecture and demonstration on Real streaming technology to select faculty, support staff and students from the Illinois Math and Science Academy (IMSA) on July 3, 2001.

“Getting Started on the Computer,” a hands-on session at the *Harvest Days 2000 Connecting Faith and Life: Conference for Religious Education Leaders* held at NIU on October 27, 2000.

Carol Scheidenhelm taught a hands-on session on designing web pages to a group of 7-8th grade girls taking part in the week-long Kishwaukee Math/Science Academy on June 27, 2001.

Jay Orbik conducted a facilities tour of the Center and Television Production at Media Services on December 15, 2000 for a group of students and teachers from the Addison, IL school district.

Jay Orbik offered a lecture and demonstration on Real Streaming technology to

	<p>select faculty and support staff and students from the Illinois Math and Science Academy (IMSA) on July 3, 2001.</p> <p>Murali Krishnamurthi gave a presentation titled, "Online Teaching and Learning Issues," during the meeting on distance education held at McHenry Community College on November 27, 2000.</p>
<p>Assessment</p> 	<p>During Fall 2000, the Center developed a comprehensive plan to assess its programs and services and submitted it to Virginia Cassidy, Assistant Provost for Academic Planning and the University Assessment Panel. The proposed plan was well-received and put in operation during spring 2001 for continuously monitoring and improving the Center's programs and services. As part of the assessment plan, the Center has been conducting evaluations of its programs. The Center also has been conducting detailed evaluations of programs of longer duration such as the Teaching Effectiveness Institute, and conferences. Results of these evaluations indicate that the programs have been successful and that a majority of participants were satisfied with the programs and services.</p> <p>In May 2001, the Center conducted a campus-wide survey of its programs and services and distributed it to all faculty and SPS. The results of the survey clearly indicated that the programs and services offered by the Center were making a positive impact on campus and that faculty and SPS were satisfied the quality of the programs and services offered. The data collected from program evaluations and the results of assessment were used to identify program needs and opportunities for improving programs and services.</p>
<p>Faculty Development Advisory Committee</p> 	<p>The Center would like to acknowledge the support of the members of the Faculty Development Advisory Committee during 2000-2001. Committee members actively participated in the programs offered by the Center and reviewed faculty development grant proposals submitted by faculty. Their support has been invaluable to the Center. Committee members during 2000-2001 include:</p> <p>Paula Frasz, Theatre and Dance Leona Green, College of Law Earl Hansen, Engineering Technology Joanna Kot, Foreign Languages and Literature Sandi Kuchynka, College of Health and Human Sciences Gina Piane, Allied Health Professions (Committee Chair for 2000-2001) Robert Ridinger, University Libraries Christine Sorensen, Leadership in Educational and Sports Organizations Suzanne Willis, Physics Daniel Wunsch, Management</p>
<p>Center Staff During 2000-2001</p>	<p>The following staff members served in full-time capacities at the Center during 2000-2001:</p> <p>Amy Deegan, Secretary (joined October 2000) Connie Hanson, Program Coordinator (joined August 2000) Murali Krishnamurthi, Director Laura Miller, Information Technology Coordinator Jay Orbik, Multimedia Coordinator Mary Risseuw, Secretary (till August 2000) Mary Samardzija, Instructional Design Coordinator (till August 2001)</p>

	<p>Carol Scheidenhelm, Instructional Technologies Coordinator Michael Williams, Online Technologies Coordinator (joined July 2001)</p> <p>Devkanth Jijavarapu and Amarjeet Kaur Singh served as graduate assistants and Colin Scheidenhelm as a student worker during 2000-2001.</p>
<p>Staff Awards, Accomplishments, and Changes</p> 	<p>During 2000-2001, Center staff made several personal and professional accomplishments and the Center also went through few staff changes. Listed bellows is a summary of staff accomplishments and staff changes:</p> <p>Carol Scheidenhelm received the Presidential Supportive Professional Staff Excellence Award for 2000 at a ceremony held on April 5, 2001. The award included a plaque and a check for \$1,000.</p> <p>Jay Orbik completed his doctoral degree in Educational Technology, Research and Assessment and received his Ed. D in December 2000.</p> <p>Graduate assistants Arun Swamy and Jagan Prabhavatsu completed their master's degrees in December 2000 and August 2001, respectively and found full-time professional careers outside NIU.</p> <p>Mary Risseeuw (Secretary) and Mary Samardzija (Instructional Design Coordinator) resigned from the Center in August 2000 and August 2001, respectively. Connie Hanson (Program Coordinator), Amy Deegan (Secretary), and Michael Williams (Online Technologies Coordinator) joined the Center in August 2000, October 2000, and July 2001, respectively.</p>
<p>Acknowledgments</p> 	<p>The Faculty Development and Instructional Design Center would like to express its sincere appreciation to the Office of the Provost for its support of the Center's programs and activities during 2000-2001.</p> <p>The Center is especially grateful to Pepsi-Cola Bottlers, Inc, NIU Foundation, and the Office of the Provost for the support provided through Pepsi Incentive Funding during 2001. The Center would like to thank the Office of the President for its partial funding of the Supportive Professional Development Grants and the Office of the Provost for the Faculty Summer Institute on Learning Technologies Grants, and the Faculty Development Advisory Committee and the SPS Awards Committee for reviewing faculty and SPS development grants, respectively.</p> <p>The programs and activities of the Center would not have been possible without the help of faculty and staff presenters and participants from various academic and support units at NIU. The Center would like to express its appreciation to Information Technology Services and Registration and Records for their collaboration and support on Blackboard related initiatives, and Media Services, University Libraries, Legal Counsel, Graduate School, and several other units for their participation in online teaching related initiatives.</p> <p>Center staff would like to acknowledge Continuing Education, Document Services, Holmes Student Center Conference and Meetings Office and Food Services, Media Services, NIU Bookstore, Public Affairs, Publications, and Sponsored Projects for their support of faculty development programs.</p>

