

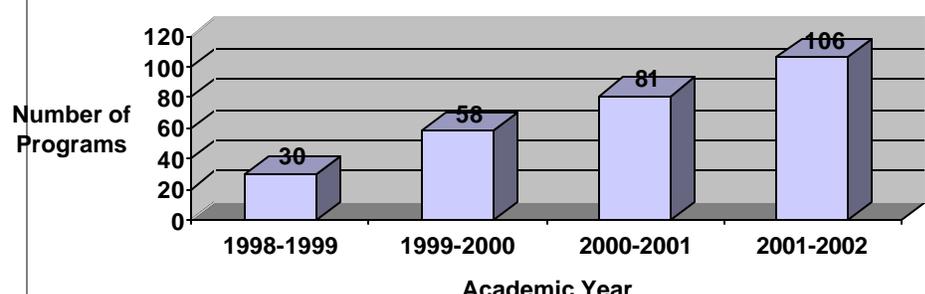
NORTHERN ILLINOIS UNIVERSITY
Faculty Development and Instructional Design Center



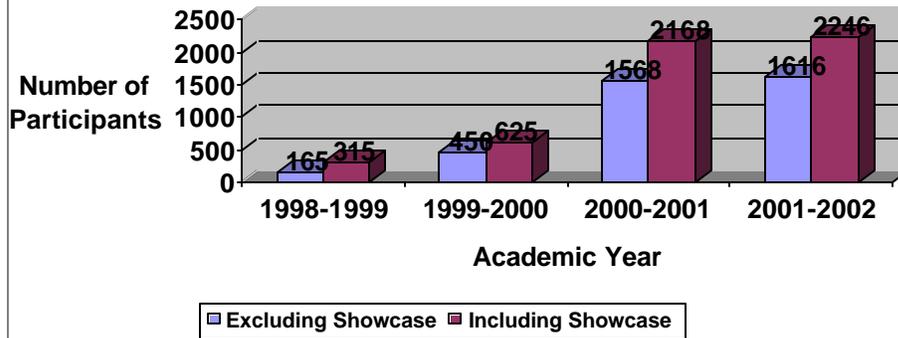
Annual Report
2001-2002

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Content	Foreword
Mission 2	<p>This Annual Report summarizes the programs, activities, and accomplishments of the Faculty Development and Instructional Design Center during its third full academic year of operation since the Center's reorganization in August 1998. During 2001 -2002, the Center's roles and responsibilities evolved significantly; several new programs and activities were initiated by the Center under the direction of the Provost and the advice of the Faculty Development Advisory Committee. The significant accomplishments of the Center during 2001 -2002 include:</p> <ul style="list-style-type: none"> ▪ Offering 106 programs on teaching, technology, diversity, and development issues for more than 2,246 participants, ▪ Developing and delivering a series of workshops and consultations on Blackboard and online teaching which resulted in nearly 700 faculty using Blackboard to teach more than 16,000 students within a year; ▪ Hosting the "Conference on Copyrights and Intellectual Property Issues" and the "Conference on Accommodative Teaching and Assistive Technologies" which were attended by more than 400 participants, ▪ Hosting the "Showcase: Technology for Learning" a faculty and vendor showcase on technologies attended by 600 participants, ▪ Inviting nationally and regionally recognized experts to present on teaching technology integration, and diversity topics at NIU, ▪ Assisting Information Technology Services and Registration and Records on upgrading Blackboard and implementing user interfaces, ▪ Promoting accessibility and diversity issues, and ▪ 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 2001 -2002. The Center is especially grateful to Dr. J. Ivan Legg, Executive Vice-President and Provost, for his support of the Center's activities and his 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 technology integration, diversity, and related topics.</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 staff in their teaching technology integration, professional development, and research and scholarly activities.</p> <p>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.</p> <p>Thank you for your continued support.</p> <p>Sincerely,</p> <p>Murali Krishnamurthi Director</p>
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<p>Mission</p>	<p>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.</p>										
<p>Vision</p>	<p>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.</p>										
<p>Functions</p>	<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. 										
<p>Program Data</p> 	<p>The Center offered 106 formally scheduled programs between August 16, 2001 and August 15, 2002. The total attendance for these programs exceeded 2,246 participants. This figure includes repeat participation by some faculty and Supportive Professional Staff (SPS), and some non-NIU participants. Participation had to be limited in some cases due to laboratory and supervisory staff limitations. Program data does not include information dissemination meetings, and invited presentations by academic units. Some programs were co-sponsored with other campus units.</p> <p>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. The increase in number of programs also indicates the Center's responsiveness to faculty needs.</p> <p style="text-align: center;">Number of Programs Offered</p>  <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Academic Year</th> <th>Number of Programs</th> </tr> </thead> <tbody> <tr> <td>1998-1999</td> <td>30</td> </tr> <tr> <td>1999-2000</td> <td>58</td> </tr> <tr> <td>2000-2001</td> <td>81</td> </tr> <tr> <td>2001-2002</td> <td>106</td> </tr> </tbody> </table> <p>The following chart indicates program attendance including and excluding the Technology Showcase. Data on consultations, grants and other development programs offered are discussed in separate sections of this report.</p>	Academic Year	Number of Programs	1998-1999	30	1999-2000	58	2000-2001	81	2001-2002	106
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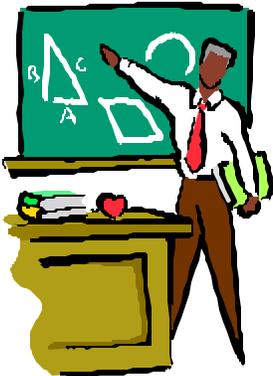
Program Attendance



Teaching Effectiveness

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

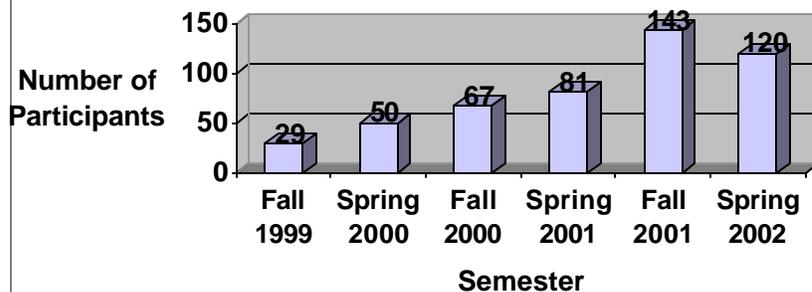
- Arrange workshops, seminars, institutes and other programs on teaching effectiveness,
- Provide instructional design consultations,
- Offer workshops on integrating technology into teaching
- Offer classroom observation and related training
- Promote multicultural and international education, and
- Provide access to resources on teaching



During 2001 -2002, the Center offered teaching effectiveness programs of varying durations on a number of topics of interest to faculty. The results of program assessments conducted by the Center indicate that more faculty participated in teaching effectiveness programs of longer duration scheduled before classes started each semester, or participated in programs on particular topics offered by presenters from outside invited to NIU during the semester.

Faculty participation in the Teaching Effectiveness Institute coordinated by the Center at the beginning of every fall and spring semester is shown below. The attendance figures reflect faculty interest in improving teaching and the Center's effort in offering programs that meet faculty needs and interests. Attendance had to be restricted for some institutes due to space limitations in certain rooms.

Teaching Effectiveness Institute Participation





During 2001-2002, the Center invited several nationally and regionally-recognized presenters to offer workshops and presentations on teaching and related topics. They included:

- Virginia Anderson (Towson University),
- Sheryl Burgstahler (University of Washington),
- Andrew Furco (University of California at Berkeley),
- Jane Jarow (DAIS, Ohio), and
- David T. Johnson (University of Minnesota).

Teaching effectiveness programs offered by the Center during 2001-2002

“Teaching Effectiveness Institute,” offered by NIU faculty on August 16, 2001.

“Cooperative Learning Workshop” by David Johnson (University of Minnesota) on August 17, 2001.

“How to Prepare your Students for Virtual Learning in the Online or Blended Course,” a workshop presented by Carol Scheidenhelm on August 20, 2001.

“Effective Syllabus Design,” a workshop presented by Carol Scheidenhelm on September 12, 2001.

“A Geographer’s Fascination with Place and Space,” a Presidential Teaching Professor Seminar presented by C. Daniel Dillman, Geography, on September 17, 2001. Sponsored by the Office of the Provost.

“Rethinking and Reformatting Teaching Materials for Online Delivery,” a workshop presented by Carol Scheidenhelm on September 27, 2001.

“Technology & Teaching Transforming the Classroom Experience,” presentation by Stephen Haliczzer, Distinguished Research Professor, on October 17, 2001.

“Teaching in the Diverse Classroom,” video presentation and discussion by Regina Fernandes on October 25, 2001.

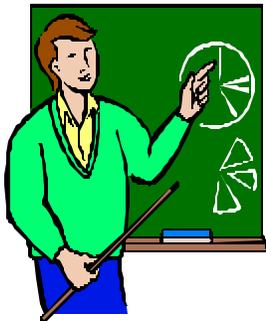
“The Online Teaching and Learning Experience,” a panel presentation coordinated by Carol Scheidenhelm on November 7, 2001.

“Semester of Discontent,” video presentation and discussion by Regina Fernandes on December 5, 2001.

“Testing and Grading to Enhance Student Learning” a workshop by Virginia Anderson (Towson University) on January 10, 2002 as part of the January 2002 Teaching Effectiveness Institute.

“Successful Strategies for Implementing High-Quality Service Learning” a presentation by Andrew Furco (University of California at Berkeley) on January 11, 2002 as part of the January 2002 Teaching Effectiveness Institute.

“Rethinking and Reformatting Teaching Materials for Online Delivery,” a workshop presented by Carol Scheidenhelm on February 8, 2002.





“Instructional Considerations for Students with Disabilities,” a workshop presented by Nancy Long, Nancy Kasinski, Director, CAAR, and Hope Long, Communicative Disorders, on February 21, 2002.

“Rethinking and Reformatting Teaching Materials for Online Delivery,” a workshop presented by Carol Scheidenhelm on March 5, 2002.

“Universal Instructional Design,” a workshop presented by Hope Long, Communicative Disorders, on March 21, 2002.

“From Talking Heads to Listening Hearts: Simple Ways to Improve Classroom Lectures,” a Presidential Teaching Professor seminar by William A. Oleckno, Allied Health Professions, on March 25, 2002.

“Self-Regulated Learning: Helping Students to Help Themselves,” a workshop presented by Pamela Smith, Accountancy, and coordinated by Christa Dallmann on April 24, 2002.

“Conference on Accommodative Teaching and Assistive Technologies,” a regional conference on disabilities hosted by the Center on May 31, 2002.

“Electronic Portfolios,” a workshop offered by Laura Miller on June 6, 2002.

“Planning and Developing Academic Service Learning Courses,” a daylong workshop by Jeffrey Howard (University of Michigan) on July 19, 2002.

Center staff also offered numerous teaching-related consultations to faculty and the data on consultations is listed under the Consultations section.

Center Director, Murali Krishnamurthi, was actively involved in the development of the Environmental Management Systems (EMS) minor and participated in numerous meetings of the EMS group at NIU, and in the development and delivery of the course, IDSP441 Environmental Management Systems.

Diversity



The Faculty Development and Instructional Design views diversity as an integral part of teaching effectiveness, technology integration, research and scholarly activities, and promotes diversity through related programs, services, and resources. Center staff also contribute to diversity activities at NIU through their participation in various diversity-related committees on campus. During 2001-2002, the Center engaged in several major diversity-related initiatives and some of those initiatives are described in the next few paragraphs.

Disability Workshops Series and Grants

During fall 2001 and spring 2002, Regina Fernandes, Multicultural Curriculum Coordinator at the Center, organized a three-workshop series on disabilities (listed under Teaching Effectiveness and Technology Integration) with the support of Center for Access Ability Resources and the Department of Communicative Disorders. The seminars promoted awareness of disabilities as well as teaching improvement and technology integration. Faculty who attended all three workshops were given the opportunity to apply for \$300 curriculum transformation grants to address the needs of students with disabilities.



Multicultural Curriculum Transformation Institute

Center Director, Murali Krishnamurthi, served as the chair of the Provost's Task Force on Multicultural Curriculum Transformation during 2001-2002 and coordinated the final presentations of the participants of the 2001 Multicultural Curriculum Transformation Institute during October 2001. He also coordinated various aspects of 2002 Multicultural Curriculum Transformation Institute held from May 14 - 22, 2002. The institute sponsored by the Provost's Task Force on Multicultural Curriculum Transformation was attended by 20 participants. The institute included plenary workshops by Cornel Pewewardy (Department of Teaching and Leadership, University of Kansas) and Lee Mun Wah (Stir-Fry Seminars and Consulting, California), and several presentations and discussions on race, ethnicity, gender, social class, sexual orientation, and disabilities by NIU faculty, staff, and students. Complete information about the institute can be found at <http://www.niu.edu/mcti>.

Conference on Accommodative Teaching and Assistive Technologies

The Center hosted a statewide conference on Accommodative Teaching and Assistive Technologies on May 31, 2002 with the support of a HECA (Higher Education Cooperative Act) grant from the Illinois Board of Higher Education (IBHE). The conference was held in response to the recommendation by IBHE Committee on Access and Diversity to address the needs of students with disabilities. The conference included two keynote speakers, three concurrent theme tracks on accommodative teaching, assistive technology, and institutional support, and exhibits of assistive technologies. 218 faculty and staff from educational institutions, disability agency personnel, and assistive technology vendors participated in the conference and benefited from this opportunity.

Web Accessibility and Assistive Technologies

The Center has been actively promoting accessible web design and assistive technology solutions on campus. During 2001-2002, Laura Miller, Information Technology Coordinator, offered several workshops and consultations on accessible web design and promoted the importance of addressing accessibility issues on websites and in online teaching. Dan Cabrera, Multimedia Coordinator, developed and offered new workshops on closed and open captioning to illustrate how streaming videos could be captioned to accommodate those with visual disabilities.

Multicultural Videos

The Center acquired numerous videos on various diversity-related topics during 2001-2002 and made them available to faculty and staff to check out for teaching purposes. The list of videos can be found at the Center's website at <http://www.niu.edu/facdev/resources/resources.htm>.

Projects

During 2001-2002, Center staff prepared and submitted several proposals on diversity-related issues to external sponsors such as Illinois Board of Higher Education and U.S. Department of Education, and collaborated with other units on campus on diversity-related sponsored projects.

Faculty Diversity Group

During summer 2002, Center Director, Murali Krishnamurthi, participated in numerous meetings of the Faculty Diversity Group established by the Provost to discuss programs on diversity-related issues for department chairs.



Technology Integration



The Center views technology integration as part of teaching and research and not independent of those functions. The Center promotes technology integration into teaching, courses, and curricula through the following activities and services:

- 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 system and online pedagogy,
- Make available resources on instructional technologies and related topics, and
- Collaborate with other units to provide support for faculty in integrating instructional technologies.

During 2001-2002, the Center invited numerous expert presenters/corporate trainers from outside NIU and they included:

- Blackboard, Inc.
- Jay Bloomquist (AACT, Inc.)
- Ken Crews (Indiana University-Purdue University)
- Ken Frazier (University of Wisconsin)
- Georgia Harper (University of Texas)

Conference on Copyright and Intellectual Property Issues

On September 28, 2001, the Center hosted a conference on copyright and intellectual property issues with the sponsorship of Pepsi Incentive Funding from Pepsi-Cola General Bottlers, Inc. The conference included three nationally recognized speakers, Georgia Harper, Ken Crews, and Ken Frazier, and three concurrent tracks on faculty and students, support staff, and policy and administration issues. The conference was attended by 184 participants from Illinois and other states, and stimulated excellent exchange of ideas and best practices on copyright and intellectual property issues related to online teaching and digital media.

Blackboard and Online Teaching Initiatives

One of the major accomplishments of the Center during 2001-2002 was its promotion of online teaching at NIU with the collaboration of Information Technology Services (ITS), Records and Registration (R&R), and various campus units. The list below indicates a sample of the Center's involvement in online teaching and Blackboard related issues:

- Development and delivery of workshops on online teaching and Blackboard,
- Consultations to faculty on online pedagogy and redesigning course materials for online delivery,
- Administration of academic and support course accounts on Blackboard,
- Training of ITS Customer Support Center to assist Blackboard users,
- Training support staff from academic units,
- Development of FAQs and other online resources for Blackboard users,
- Collaboration with ITS and R&R on the development of interfaces for automating course accounts creation and student enrollment in Blackboard,
- Collaboration with ITS on Blackboard Level III upgrade and installation, and
- Identification of online teaching and Blackboard-related issues and working with various units to ensure the establishment of the support infrastructure.





As of August 2002, more than 700 faculty have been developing and delivering nearly 1,875 course sections (not all during the same semester) with varying levels of online components to more than 15,000 students at NIU. This overwhelming effort to embrace 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.

During 2001 -2002, Center staff developed and delivered a series of new workshops on online teaching and Blackboard. The new workshops included creating images for educational web pages (presented in cooperation with Media Services), using a digital camera for instructional web pages, strategies for introducing students to the online learning environment, and rethinking traditional materials for delivery online. These workshops are in addition to the Center's series of multimedia workshops and training sessions on Blackboard. Center staff also collaborated with Information Technology Services (ITS) and Registration and Records (R&R) in coordinating support for Blackboard web course management system. ITS has increased efforts to provide Call Center support for faculty, staff, and students, and has been administering the Blackboard system, while the Center has continued to provide programs and workshops designed to introduce faculty to the elements of effective teaching using Blackboard and other online technologies.

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

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), Provost's Office, President's Office, and Registration and Records to address these issues.

Showcase 2002: Technology for Learning

The Center hosted its fourth annual learning technologies showcase on April 10, 2002. The showcase included technology exhibits by 41 faculty, academic and support units, and 22 commercial vendors. Nearly 600 faculty, staff, and students from NIU and the surrounding region attended the showcase. The 2002 showcase committee also awarded 13 Web Awards on various categories for NIU web sites and 48 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>.



Preparing Tomorrow's Teachers to Use Technology Grant Workshops

During 2001 -2002, Center staff volunteered their time to offer several technology integration workshops on PowerPoint, Blackboard, and online teaching-related issues to new faculty in the College of Education as part of the Preparing Tomorrow's Teachers to use Technology Grant.



Technology integration programs offered by the Center during 2001-2002:

“Blackboard I (Basics),” a workshop presented by:

Carol Scheidenhelm on September 4, 2001.

Carol Scheidenhelm and Michael Williams on September 26, 2001.

Carol Scheidenhelm on September 26, 2001.

Carol Scheidenhelm on October 3, 2001.

Carol Scheidenhelm on October 4, 2001.

Carol Scheidenhelm on November 5, 2001.

Carol Scheidenhelm at the Naperville Campus on November 26, 2001.

Carol Scheidenhelm and Michael Williams on December 4, 2001.

Carol Scheidenhelm and Michael Williams on January 18, 2002.

Michael Williams on January 23, 2002 in the Public Opinion Lab.

Carol Scheidenhelm on February 11, 2002.

Carol Scheidenhelm and Leslie Johnson on February 12, 2002, for the College of Education.

Leslie Johnson on March 1, 2002.

Leslie Johnson on April 5, 2002.

Leslie Johnson on April 16, 2002.

“Capturing Audio on Your Computer,” a workshop presented by Jay Orbik on September 7, 2001.

“Redesigning Web Sites for Accessibility,” a workshop presented by Laura Miller on September 10, 2001.

“Basic Video Capturing” a workshop presented by:

Jay Orbik on September 11, 2001.

Jay Orbik on November 6, 2001.

Jay Orbik on November 20, 2001.

Jay Orbik on November 27, 2001.

“Basic Image Scanning for the Web,” a workshop presented by Jay Orbik on September 18, 2001.

“Using the Interactive Whiteboard,” a workshop presented by:

Carol Scheidenhelm and Laura Miller on September 21, 2001.

Carol Scheidenhelm on October, 19, 2001.

“Adobe Acrobat 5.0,” a workshop presented by:

Laura Miller on September 24, 2001.

Michael Williams on November 27, 2001.

Michael Williams on January 28, 2002.

“Multimedia Integration into Blackboard-Basics,” a workshop presented by:

Jay Orbik on October 5, 2001.

Dan Cabrera on April 2, 2002.

“Blackboard II (Intermediate),” a workshop presented by:

Carol Scheidenhelm on October 11, 2001.

Carol Scheidenhelm on October 29, 2001.

Carol Scheidenhelm on November 9, 2001.

Carol Scheidenhelm on December 14, 2001.

Carol Scheidenhelm on January 22, 2002.





**Carol Scheidenhelm on February 15, 2002.
Carol Scheidenhelm and Leslie Johnson on March 11, 2002.
Leslie Johnson on April 19, 2002.**

“DreamWeaver,” a daylong workshop presented by Jay Bloomquist (AACT, Inc.) on October 15, 2001.

**“Blackboard III (Advanced),” a workshop presented by:
Carol Scheidenhelm on October 16, 2001.
Carol Scheidenhelm on November 16, 2001.
Carol Scheidenhelm on December 18, 2001.
Michael Williams on February 19, 2002 in the Public Opinion Lab.
Leslie Johnson on March 25, 2002.
Carol Scheidenhelm on April 29, 2002.**

“Creating and Publishing Streaming Media with RealProducer,” a workshop presented by Jay Orbik on October 25, 2001.

“Basic Animations with Macromedia Flash,” a workshop presented by Rachel Turner (Media Services) on November 2, 2001.

“Online Teaching and Learning” a workshop arranged by Carol Scheidenhelm on November 7, 2001.

“Creating and Publishing a Narrated Streaming Slide Show with RealSlide Show,” a workshop presented by Jay Orbik on November 13, 2001.

“DreamWeaver 2,” a workshop presented by Jay Bloomquist, AACTT, on November 19, 2001.

“Copyright Issues,” a seminar presented by Norden Gilbert (Legal Counsel) on November 27, 2002. Sponsored by Human Resource Services/Employee Relations.

**“Multimedia Integration into Blackboard-Advanced,” a workshop presented by:
Jay Orbik on November 30, 2001.
Dan Cabrera on April 26, 2002.**

“Effective Use of Multimedia in an Online Course,” presentation by Jay Orbik on December 6, 2001.

“Blackboard 5.5: Overview of New Procedures and Features,” a workshop presented by Carol Scheidenhelm and Laura Miller on December 17, 2001.

“Advanced PhotoShop Tips 2,” a workshop presented by Jay Orbik (Media Services) on January 15, 2002.

**“Creating Images for Educational Web Pages,” a workshop presented by:
Carol Scheidenhelm on January 25, 2002.
Rachel Turner (Media Services) and Carol Scheidenhelm on April 23, 2002.**

“Securing Documents and Collecting Data Using Adobe Acrobat 5.0 Forms,” a workshop presented by Laura Miller on February 5, 2002.





“Creating and Publishing Streaming Media with RealProducer,” a workshop presented by Jay Orbik (Media Services) on February 22, 2001.

“Adding Closed Captioning to Streaming Video,” a workshop presented by Dan Cabrera on February 25, 2002.

“Basic Animations with Macromedia Flash,” a workshop presented by Rachel Turner (Media Services) on March 15, 2002.

“Creating and Publishing a Narrated Streaming SlideShow with RealProducer,” a workshop presented by Jay Orbik (Media Services) on March 19, 2002.

“Using RealPresenter Plus,” a workshop presented by Dan Cabrera on March 22, 2002.

“Teams and Document Management on the Web: An Illustration Using Chemistry Teacher Certification at NIU,” a presentation by Gary M. Baker, Chemistry, on April 3, 2002 as part of the 2002 David Raymond Grant Award reception. Sponsored by the Office of the Provost and Development Foundation.

“Scanning to Enhance Your PowerPoint Presentations,” a workshop presented by Dan Cabrera on April 12, 2002.

“Web Design for Accessibility,” a workshop presented by Laura Miller on April 24, 2002.

“Blackboard – A General Overview of Blackboard’s Uses and Capabilities,” a workshop presented by Leslie Johnson on June 11, 2002.

“Online Testing and Assessment in Blackboard,” a workshop presented by Carol Scheidenhelm on June 26, 2002.

“Basic Digital Camera Field Trip,” a workshop presented by Dan Cabrera and Laura Miller on July 16, 2002.

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 2001-2002 for experimenting with a range of technologies and developing instructional materials. Center staff offered numerous consultations and small group training sessions to faculty and supportive professional staff in these two laboratory facilities.



For offering hands-on technology training programs for large groups of faculty, the Center continued to use College of Health and Human Sciences’ computing facility in Still Gym 201 during 2001-2002. The Center has setup has 16 scanners, an overhead data projector, and an interactive whiteboard in the 48-workstation facility. Center staff also offered numerous technology integration workshops in various computing facilities on campus for faculty in particular academic units.

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, and
- Seek externally funded projects to support faculty development activities.

Research Mentoring

The Center continued its research-mentoring program during 2001-2002 with the leadership of Sherilynn Spear, Chair of the School of Allied Health Professions. During summer 2002, Spear began mentoring a new group of non-tenured faculty from five colleges (Business, Education, Engineering and Engineering Technology, Health and Human Sciences, and Liberal Arts and Sciences). The research mentoring group established during 2000-2001 also continued to meet during 2001-2002, and participants of this group provided positive feedback on their accomplishments as a result of the mentoring program.

Collaborative Research Efforts

Center staff assisted numerous faculty on research and scholarly activities related to pedagogy and/or technology integration and also collaborated on several sponsored projects during 2001-2002. Some examples of the Center's collaborative research effort are listed below:

- Participating in the Environmental Management Systems project supported by a National Science Foundation grant and also exploring additional sponsored project opportunities,
- Collaborating with the Ethics Consortium at NIU to explore sponsored project opportunities, and
- Assisting the Provost's Office and the College of Health and Human Sciences with the Illinois Virtual Campus proposal on online teaching grant, the International Training Office with its sponsored project proposal, and one faculty from the College of Business with her sponsored project proposal.

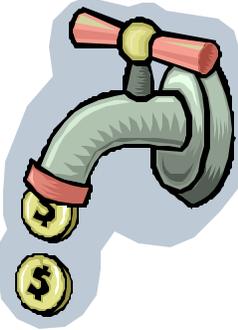
Externally Funded Projects

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 2001-2002:

"Partnership To Infuse Technology Into The Teacher Education Curriculum," proposal prepared and 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). Proposal funded.

"Comprehensive Faculty Development for Computer Mediated Instruction," proposal submitted by Murali Krishnamurthi on February 28, 2002 to *Illinois Board of Higher Education for the Illinois Century Network Content Development*





Grants. Funding requested: \$48,920. Proposal not funded.

“Computer-Mediated Modules on Environmental Management Systems,” proposal prepared and submitted by Murali Krishnamurthi on February 28, 2002 to *Illinois Board of Higher Education for the Illinois Century Network Content Development Grants*. Co-Principal Investigators: Harvey Smith and Murali Krishnamurthi. Funding requested: \$47,400. Proposal not funded.

“Teaching Resources on Integrating Access and Diversity,” proposal prepared and submitted to *Illinois Board of Higher Education’s HECA Grants* by Murali Krishnamurthi on May 6, 2002. Funding requested: \$22,300. Project consortium included Rock Valley College and Sauk Valley Community College. Proposal pending

“Access-Ability through Accommodative Teaching and Technology: Conference on Addressing the Needs of Students with Disabilities,” proposal prepared and submitted to *Illinois Board of Higher Education’s HECA Grants* 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 Community College. Proposal funded.

“Cooperative Development and Training for Innovative Technologies for Distance Learning” proposal prepared and submitted to *Illinois Board of Higher Education’s HECA Grants* 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 not funded.

“Integration of Ethics and Scientific Literacy into Diverse Disciplines,” proposal prepared and submitted to *National Science Foundation* on June 6, 2002 by Murali Krishnamurthi. Co-Principal Investigators: William Tolhurst, Murali Krishnamurthi, Kathleen Valde, and Fred Kitterle. Funding requested: \$74,045. Proposal pending

“Partnership to Strengthen Business Management and Marketing Skills in Egypt,” proposal prepared and submitted to *U.S. AID* by Tanuja Singh (Marketing) on July 10, 2002. Funding Requested: \$749,881. Project Partner: Faculty Development and Instructional Design Center. Proposal Pending

“Capacity Building and Advocacy for Women's Participation in Grassroots Democracy in Sri Lanka,” proposal prepared and submitted to *U.S. AID* by Jaya Gajanayke, International Training Office, on July 12, 2002. Funding Requested: \$182,376. Project Advisory Committee Member: Faculty Development and Instructional Design Center. Proposal Pending



“Ensuring High Quality Education for Students with Disabilities Through In-Service Training on Accommodative Teaching, Assistive Technologies, and Support Strategies for Faculty and Administrators,” proposal submitted by Murali Krishnamurthi and Nancy Long (Communicative Disorders) on July 18, 2002 to *U.S. Department of Education*. Funding requested: \$750,421 for 3 years. Proposal pending

Exhibits and Other Activities

Center staff participated in the Office of Sponsored Project's Poster Exhibit on February 28, 2002 and displayed a poster on the Environmental Management Systems project funded by the National Science Foundation.

Center Director, Murali Krishnamurthi, served on the "Responsible Conduct of Scholarship Committee" and participated in numerous meetings held during 2001 - 2002 for drafting the guidelines on responsible conduct of scholarship at NIU.

Professional Development



The Center provides professional development opportunities to faculty and supportive professional staff through the following activities and services:

- **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, and**
- **Convey faculty needs to the Provost's Office, and foster faculty development.**

During 2001 -2002, the Center coordinated or participated a number of development programs for faculty. These include:

"New Faculty Forum," coordinated by Center staff on August 22, 2001. Sponsored by the Office of the Provost.

"Faculty Development Support at NIU," presented by Carol Scheidenhelm at the College of Liberal Arts & Sciences New Faculty Orientation on August 22, 2001.

"Diverse Faculty Luncheon," on October 17, 2001 for new minority faculty. Co-sponsored with Affirmative Action and Diversity Resources and the College of Law.

"Ethics and/or Management in the University," a seminar by William Tolhurst, Philosophy, on February 28, 2002. Sponsored by Human Resource Services/ Employee Relations.

"Lunch with the Provost for First Year NIU Faculty" coordinated by Center staff on March 19, 2002 and co-sponsored by the Office of the Provost.

Mentoring Programs

During 2001 -2002, the Center continued its New Faculty Mentoring Program and arranged mentors for 4 new faculty who requested such support, and followed up with new faculty and their mentors. Both mentors and mentees were supplied with numerous articles, web resources, and helpful information on mentoring



As mentioned under Research and Scholarly Activities, the Center also continued its Research Mentoring program and mentored faculty from six colleges with the leadership of Sherilynn Spear, Chair of Allied Health Professions, during 2001 - 2002.



Professional Development Grants

During 2001-2002, the Center coordinated the following grant programs

- **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, and**
- **Faculty Summer Institute on Learning Technologies Grant.**

The Center offered the following professional development grant writing workshops during 2001-2002:

“Faculty Development Grant Writing workshop,” presented by Murali Krishnamurthi on November 2, 2001 and April 5, 2002.

“Supportive Professional Development Grant Writing Workshop,” presented by Murali Krishnamurthi on November 9, 2001 and April 11, 2002.

The Center sponsored 23 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 2001-2002.

The David Raymond Grant for the Use of Technology in Teaching is sponsored by Mr. David Raymond, former Member of NIU Board of Trustees and the Office of the Provost. This grant was established in 1997 to encourage faculty to integrate innovative technologies into their teaching. Two recipients were awarded \$2,500 through the grant for 2002. Gary Baker (Chemistry and Biochemistry), the recipient of the grant for 2001 was required to give a public presentation during the award reception in April 2002.

2002 David Raymond Grant for the Use of Technology in Teaching recipients

M. Cecil Smith (Educational Psychology and Foundations)

Thomas Smith (Educational Technology, Research and Assessment)

Faculty Development Grant recipients receive a maximum of \$2,500 each from the Center for pursuing professional development activities related to teaching or research not available at NIU. Applicants are required to submit a formal proposal and indicate equal matching contributions and letters of support from their academic units. Grant recipients are required to submit final reports after completing their development activities.

Faculty Development Grants Awarded for July to December 2001

Debra Grall (Art)

Eric Johnson (Music)

Melissa Lenczewski (Geology and Environmental Geosciences)

William Pitney (Kinesiology and Physical Education)

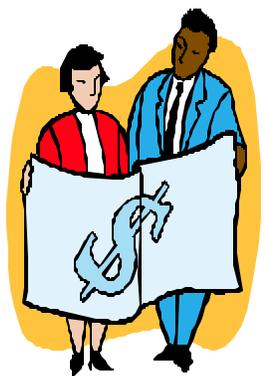
Robert Sims (Music)

Faculty Development Grants Awarded for January to June 2002

Youakim Al Kalaani (Technology)

Virginia Naples (Biological Sciences)

Sue Ouellette (Communicative Disorders)





Supportive Professional Development Grant recipients receive a maximum of \$1,000 each for professional development activities not available at NIU. The Office of the Vice President for Administration also allocated \$3,000 for SPS Development Grants during 2001-2002, which enabled the Center to fund two grant cycles of \$3,000 each (the other \$3,000 funded by the Center). Grant applicants are required to submit a formal proposal and a letter of support. Grant recipients are required to submit final reports after completing their development activities.

Supportive Professional Development Grants Awarded for July to December 2001

Deborah Booth (College of Visual and Performing Arts)

Margarite Ortega (Music)

Lucy Robinson (Family, Consumer, and Nutrition Sciences)

Sheri Kallenbach (Registration and Records)

Supportive Professional Development Grants Awarded for January to June 2002

Miguel Checa (Office of Sponsored Projects)

Alan Faber (Career Planning and Placement Center)

Piotr Klamut (Physics)

Elizabeth Leake (Information Technology Services)

The Faculty Summer Institute on Learning Technologies grant was fully funded by the Office of the Provost during 2001-2002. Grant recipients received \$1,000 each and travel support to attend a week-long technology institute at University of Illinois at Urbana-Champaign and complete a technology integration project. Grant applicants were required to submit proposal and grant recipients were required to submit a final report after completing their projects.

2002 Faculty Summer Institute on Learning Technologies Grant recipients

Radha Balamuralikrishna (Technology)

Charles Condon (Law)

Ken Gallagher (Theatre and Dance)

Omar Ghayeb (Industrial Engineering)

Leanne Lauer (University Libraries)

Nipa Phojanamongkolkiij (Industrial Engineering)

Robert Schneider (Theatre and Dance)

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 recipients of the International Development Seminar grant and Lillian Cobb Travel grant sponsored by the Division of International Education.

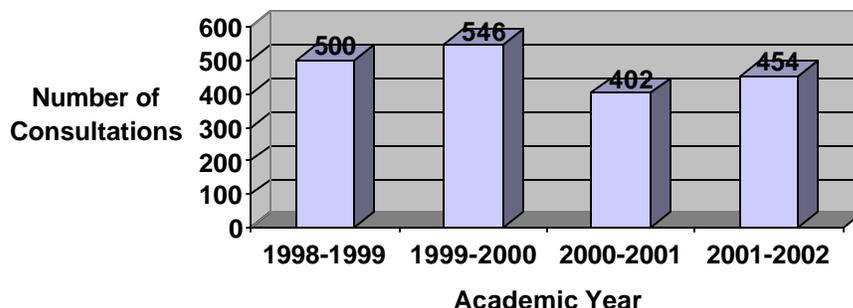
Consultations



Along with offering workshops on teaching effectiveness, 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. The consultations are crucial to assist faculty with their additional needs after they attend the Center's programs or help them with instructional design issues, unique technology needs, research-related issues, and other needs. These consultations range from half an hour to several hours or sometimes even days and take place face-to-face, online or through email or phone. Apart from consultations, Center staff also respond to a number of requests from faculty and supportive professional staff on a range of academic issues and refer them to appropriate campus units.

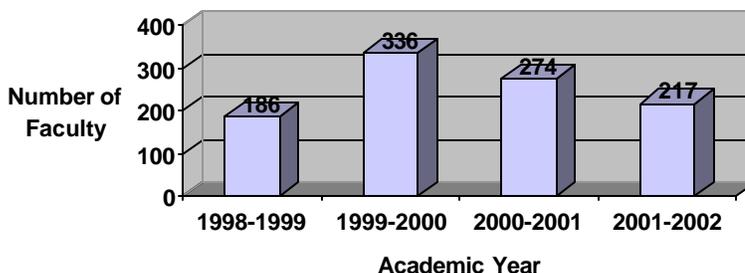
During 2001-2002, Center offered a total of 454 to 217 faculty and SPS. Many of these faculty and SPS required numerous consultations of varying durations during the same period. These figures do not include requests for referral services.

Number of Individual Consultations



By increasing program offerings, 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 individuals who received consultations during 2001-2002 clearly indicates that this strategy was effective.

Number of Faculty Who Received Consultations



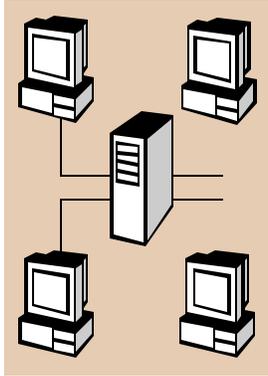
Center staff also noticed that faculty learned more from each other by sharing experiences, engaging in constructive dialog on teaching and collaborating with one another when they participated in programs offered for groups of faculty than from individual consultations. However, for certain issues faculty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

Resources and Publications



Center staff developed or acquired and made available during 2001-2002 numerous resources on various topics of interest to faculty. These include:

- **Number of videos on teaching, diversity, and related topics that were checked out by faculty and staff,**
- **“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, and**
- **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.htm>

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

Apart from the mentioned resources, Center staff continued to maintain the following computing facilities during 2001 -2002:

- 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 through November 2001 and Dan Cabrera beginning January 2002, Multimedia Coordinators at the Center), and
- 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.

Center staff moderated the following listservs which served as both informational and networking resources for faculty:

- New Faculty Virtual Forum
- Blackboard Users
- Blackboard Support (for campus trainers)

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.

During 2001, the Center launched a comprehensive new website with a new logo and information organized under four main categories as Teaching, Technology, Research, and Development. A comprehensive set of weblinks on information useful for new faculty and staff was also identified and included in the new website.

Apart from publishing a revised version of its “Instructional Guide for University Faculty” during fall 2001, the Center also published its newsletter, “Spectrum,” twice during 2001 -2002. Online version of the newsletter issues can be found at <http://www.niu.edu/facdev/resources/>.

Professional Service



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 in during 2001- 2002:

- Computing Facilities Advisory Committee (Murali Krishnamurthi)
- Intellectual Property Committee (Murali Krishnamurthi)
- International Week Committee (Murali Krishnamurthi)
- Presidential Commission on the Status of Minorities (Murali Krishnamurthi)
- Presidential Commission on Persons with Disabilities (Laura Miller and Carol Scheidenhelm)
- Presidential Task Force on Asian Americans (Murali Krishnamurthi)
- Provost’s Task Force on Multicultural Curriculum Transformation (Murali Krishnamurthi, chair during 2000-2002)
- Responsible Conduct of Research Committee (Murali Krishnamurthi)



- **Teaching Assistant Training and Development Advisory Committee (Murali Krishnamurthi)**

Center staff also participated in the following informal committees and working groups at NIU and the region during 2001-2002 and contributed their services

- **Blackboard Technical Group (Murali Krishnamurthi and Laura Miller),**
- **Ethics Consortium at NIU (Murali Krishnamurthi),**
- **Faculty Summer Institute on Learning Technologies Statewide Planning Committee (Carol Scheidenhelm),**
- **Judson Baptist Fellowship (Murali Krishnamurthi, Faculty Advisor),**
- **MEDEA Committee Meeting regarding online teaching at McHenry County College (Carol Scheidenhelm),**
- **Planning Committee for the Conference on Accommodative Teaching and Assistive Technologies (Connie Hanson, Murali Krishnamurthi, and Carol Scheidenhelm),**
- **Planning Committee for the Conference on Copyright and Intellectual Property Issues (Murali Krishnamurthi and Jay Orbik),**
- **Showcase Planning Committee (Connie Hanson, Laura Miller and Carol Scheidenhelm),**
- **Society of Hispanic Professional Engineers NIU Chapter (Murali Krishnamurthi, Faculty Advisor), and**
- **WebMasters (Laura Miller and Carol Scheidenhelm).**

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 the Center staff participated outside NIU during 2001-2002:

Murali Krishnamurthi attended the 2001 POD (Professional and Organizational Development) conference at St. Louis, MO on October 12-13, 2001.

Connie Hanson and Jay Orbik attended the Perfecting the Craft Conference at Prairie State College in Chicago Heights, IL on October 26, 2001.

Jay Orbik attended the Association of Education Communication and Technology 2001 Annual Conference in Atlanta, GA on November 7-11, 2001.

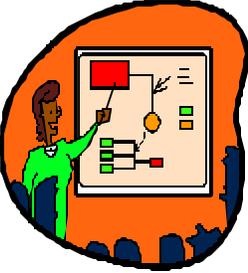
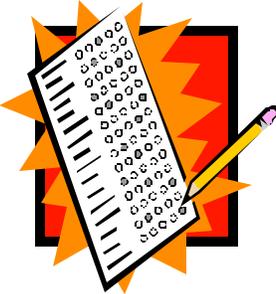
Amy Deegan and Connie Hanson attended a How to Design Newsletters, Brochures, Ads, Catalogs, Reports, Proposals, and Presentations Workshop in Oakbrook Terrace, IL on November 13-14, 2001.

Christa Dallman and Regina Fernandes attended Teaching Our Students to Think in the Language of our Discipline Institute at the Annual Faculty Retreat on Active Learning at the University of Illinois – Champaign Urbana on February 12, 2002.

Dan Cabrera attended the Illinois Mathematics and Science Association Conference on Crossing the Digital Divide in Aurora, IL on March 3, 2002.

Laura Miller and Carol Scheidenhelm attended the Blackboard Users Conference at Phoenix, AZ on March 18-21, 2002.



	<p>Christa Dallmann attended the American Society for Training and Development Conference in New Orleans, LA on June 1-7, 2002.</p> <p>Murali Krishnamurthi attended the 2002 American Society for Engineering Education Conference at Montreal, Canada on June 16-19, 2002.</p> <p>Murali Krishnamurthi attended the 2002 Assessing Quality in Higher Education Conference at Vienna, Austria on July 21-23, 2002.</p>
<p>Outreach</p> 	<p>Center staff engaged in numerous outreach activities during 2001 - 2002 and listed below is a sample of such activities:</p> <p>Carol Scheidenhelm offered a hands-on workshop on “Blackboard,” (and customized training materials) at Joliet Junior College, Joliet, IL, on November 8, 2001.</p> <p>Carol Scheidenhelm presented four two-hour workshops on “Online teaching pedagogy,” at the 2002 Faculty Summer Institute at University of Illinois, Urbana-Champaign on May 13-16, 2002.</p> <p>Dan Cabrera presented two workshops each on “Streaming Powerpoint Presentations Online”, and “Open/Closed Captioning Digitized Video,” at the 2002 Faculty Summer Institute at University of Illinois, Urbana-Champaign on May 13-16, 2002.</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, Associate Vice Provost for Academic Planning and the University Assessment Panel. The proposed plan was well received and was put in operation during 2001-2002 for continuously monitoring and improving the Center’s programs and services. As part of the assessment plan, the Center has been conducting ongoing evaluations of all its programs.</p> <p>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 the participants were satisfied with the programs and services.</p> <p>Apart from program evaluations, the Center decided to obtain direct inputs from faculty and staff on their development needs and feedback on the Center’s programs and services. During summer 2002, Center staff initiated a plan for conducting focus groups to obtain such inputs and feedback, and pilot-tested the focus group format successfully with the help of a group of faculty from the School of Allied Health Professions.</p> <p>During 2002-2003, Center staff plan to invite faculty representatives from various academic units and conduct a series of focus group sessions to obtain direct inputs and feedback from faculty and use the information to assess and improve the Center’s 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 2001-2002. 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 2001 -2002 include</p> <p>Deborah Booth (External Programs, Visual & Performing Arts) Paula Frasz (Theatre and Dance) Joanna Kot (Foreign Languages and Literatures) Julie Kraut (Allied Health Professions (Committee Chair)) Andrew Otieno (Technology) Jenny Parker (Kinesiology and Physical Education) Rob Ridinger (University Libraries) Daniel Schneider (College of Law) Sue Willis (Physics) Daniel Wunsch (Management)</p>
<p>Center Staff During 2001-2002</p>	<p>The following staff members served at the Center during 2001 -2002:</p> <p>Daniel Cabrera, Multimedia Coordinator (joined in January 2002) Christa Dallmann, Instructional Design Coordinator (joined in February 2002) Amy Deegan, Secretary Regina Fernandes, Multicultural Curriculum Coordinator (until May 2002) Connie Hanson, Program Coordinator (until June 2002) Leslie Johnson, Online Technologies Coordinator (until August 2002) Murali Krishnamurthi, Director Laura Miller, Information Technology Coordinator Jay Orbik, Multimedia Coordinator (until November 2001) Carol Scheidenhelm, Instructional Technologies Coordinator Michael Williams, Online Technologies Coordinator (until January 2002)</p> <p>Devkanth Rao Jijavarapu, Amarjeet Kaur Chainsingh, and Surendra Babu Botlagunta served as graduate assistants, and Allen Chou served as a student employee during 2001 -2002.</p>
<p>Staff Accomplishments</p> 	<p>The following presentations were given by Center staff at various conferences or professional meetings during 2001-2002:</p> <p>“Multidisciplinary Exploration of Issues and Rehabilitation for Patients Born in Other Countries,” presented by Dan Cabrera, Elizabeth Kay (School of Allied Health Professions), Shi-Ruei Fang (School of Family, Consumer and Nutrition Sciences), Sue Ouellette (Communicative Disorders), and Judith Popovich (School of Nursing) at the “Culturally Competent Disability Services to Persons Born in Other Countries International Conference” in Washington, DC on May 8, 2002.</p> <p>“Multicultural and Pedagogical Transformation Through Faculty Development: Some Workshop Models,” presented by Matthew Oullett (University of Massachusetts), Christine Stanley (Texas A&M University), Murali Krishnamurthi, and Suzy Prenger (University of Nebraska) at the 2001 POD conference held on October 12-13, 2002 at St. Louis, MO.</p> <p>“Faculty Development as a Gateway to Research Mentoring” presented by Murali Krishnamurthi at the 2001 POD conference held on October 12-13, 2002 at St.</p>

Louis, MO.



“Online teaching and learning” presented by Carol Scheidenhelm at the Assembly of School Faculty of the American Association of Nurse Anesthetists Annual Conference held on February 23, 2002 at Scottsdale, AZ.

“An Integrated Approach to Educating a Diverse Population on Environmental Management Systems,” by Murali Krishnamurthi, Harvey Smith, and Philip Carpenter published in the proceedings of the 2002 American Society for Engineering Education Conference on June 16-19, 2002 at Montreal, Canada

“Assessing the Quality of Multicultural Initiatives in a Four-Year Institution,” presented by Murali Krishnamurthi at the Assessing Quality in Higher Education Conference held on July 21 -23, 2002 at Vienna, Austria

Murali Krishnamurthi received a Certificate of Recognition from the Center for Access-Ability Resources for outstanding contribution and commitment to diverse student learning styles at the reception held on April 26, 2002.

Murali Krishnamurthi served as a reviewer for the 2001 POD, faculty development conference, and reviewed numerous proposals for workshops and panels.

Acknowledgments

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 2001 -2002.

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 in support of faculty development programs. The Center would like to thank Dr. Anne Kaplan, Vice-President, Administration, for 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.

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 Affirmative Action and Diversity Resources, Center for Access-Ability Resources, Graduate School, Human Resource Services, Legal Counsel, Media Services, University Libraries, and several other units for their participation and support of various programs.

Center staff would like to acknowledge Document Services, Holmes Student Center, NIU Bookstore, Public Affairs, Publications, and various campus units for helping the Center promote faculty development programs on campus.

Center would like to thank the numerous campus units and businesses for contributing door prizes for various faculty development programs during 2001 -2002.

