

## Project Description

### Motivation

Expectations for faculty members in the 21<sup>st</sup> century are high: Early career STEM faculty are expected to establish a sustainable research trajectory, a teaching practice, and a leadership role all while pursuing tenure success. Many colleges and universities have established faculty development programs, but there remains a deficiency in holistic professional support that integrates these disparate professional activities and aligns them with desired individual and institutional goals, especially for faculty in STEM.

### Purpose

This project was a workshop designed to bring together multiple stakeholders in academia, government, and industry to begin to establish a research agenda for holistic STEM faculty development.

### Event Description

This workshop was held February 17-18, 2017, with 54 participants from a variety of disciplines. Attendees contributed to discussions centered around three organizing threads. These discussions served as the basis for development of the research agenda.

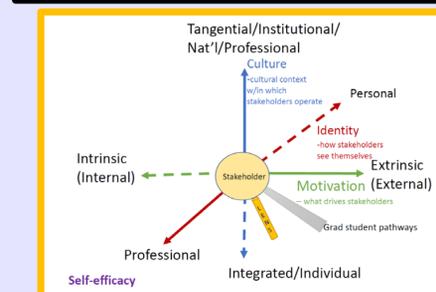


Symbolizes holistic STEM faculty development, with the four areas of **teaching, research, service, and leadership** coming together and the arrows point outwards to show growth.

## Research Agenda

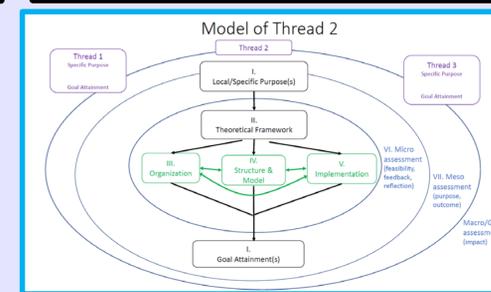
### THREAD ONE - INPUTS

The thread of holistic faculty development inputs focuses on topics related to the characteristics of faculty members and institutions that serve as barriers or supports to the adoption and implementation of holistic STEM faculty development programs.



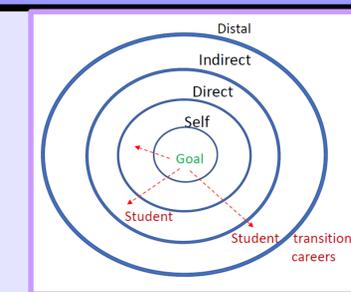
### THREAD TWO - MECHANISMS

The mechanisms/processes thread focuses on topics related to the actual implementation of STEM faculty development and we consider the potential models or structures of STEM faculty development that are currently in place or conceptualized in theory

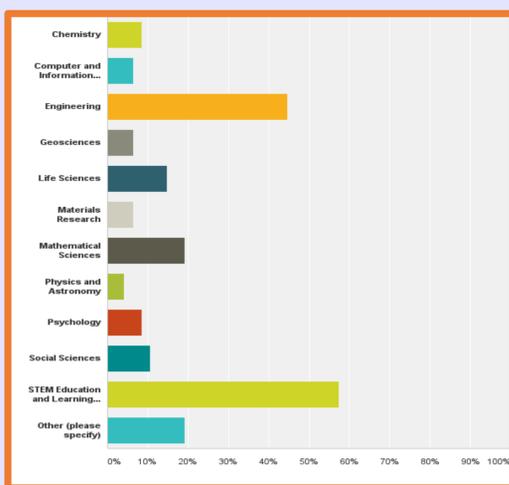


### THREAD THREE - OUTPUTS

The thread of outputs focuses on how to best understand the influence of STEM faculty development on identity in relation to faculty development, and how faculty development influences overall faculty wellbeing, career satisfaction, work-life balance, etc.



## Participant Disciplines



## Project Evaluation (available on website <https://www.clemson.edu/cecas/departments/ese/stemfacdev/>)

The project team hired an external evaluator (Cindy Roper). She was brought on early in the project conceptualization phase to ensure activities aligned with project goals. Specific evaluation and observation occurred at the following stages:

- Participant application and selection
- Pre-workshop communication by participants and event planning
- Workshop event implementation
- Post workshop participant satisfaction and research agenda dissemination

## Project Products (available on website <https://www.clemson.edu/cecas/departments/ese/stemfacdev/>)

- D. Lee, S. Stefl, S. Linder, C. Lee, F. Jamil, and K. High, "How Many Hats Do You Wear: Building Research for STEM Faculty Development Workshop," *Proceedings of the American Society for Engineering Education Conference*, 2017.
- S. Stefl, C. Lee, S. Linder and K. High, "Special Session: STEM Faculty Development Research Agenda," *Proceedings of the Foundations of Education Conference*, 2017.
- C. Lee, K. High, S. Linder, and S. Stefl, in review. "Holistic STEM Faculty Development," *Proceedings of the National Association for Research in Science Teaching Conference*, 2018.
- D. Alston, S. Linder, C. Lee, and K. High, in review 2017. Towards an understanding of the need for holistic STEM faculty development: A systematic literature review. *Journal of Higher Education*.
- Proceedings from Workshop (including evaluation report)
- Research Agenda
- Annotated bibliography of articles related to STEM faculty development

## Future Plans

- Finalize the research agenda
- Seek further community feedback
- Disseminate the agenda through the website, professional societies; publications.

## Acknowledgements

We wish to gratefully acknowledge the efforts of Drs. Faiza Jamil and Cindy Roper