

Effective & Efficient Faculty

Empowering Faculty to Thrive in Higher Education (& Beyond)

If you'd like to work with me, email me at chavella@effectivefaculty.org

Effective & Efficient Faculty's services are:

- Informed by research
- Conducted in an interactive manner
- Focused on efficient rather than time intensive evidence-based teaching or faculty success practices
- Designed such that participants know or enact their next individual and/or institutional step (e.g. designed with outcomes and application in mind)

Abbreviated list of service areas (feel free to request a service area or topic if you don't see it listed below):

- Retention, tenure and promotion reviews of teaching (e.g. student evaluations, peer observations, teaching statements)
 - Related: Free [Are Student Evaluations Ruining your Academic Career](#) cheat sheet
- Faculty overwhelm and burnout
- Faculty wellness and success (e.g. retention)
- Student classroom incivility
- Teaching labor (e.g. efficient course prep, grading, student pedagogical care and support)
- Teaching excellence for student success

See below for sample topics about the above service areas:

What Pedagogical Care Is and Isn't

Student care work is much more likely to be demanded of diverse faculty by students, faculty and administrators. Unfortunately, most of these expectations run counter to the scholarship with negative impacts on student learning and diverse faculty. Participants will learn about the research on the additional care unfairly expected of diverse faculty. They will also learn how the scholarship defines what is effective pedagogical care—as well as what is not. At the end, participants will have a stronger understanding of the evidenced-based pedagogical care that should be practiced (& those that shouldn't be expected).



Preparing for Difficult or Controversial Classroom Topics

Faculty might need or want to teach topics that are marginalized, controversial, or otherwise new scholarly perspectives for students. Yet, many faculty are unsure of how to teach these topics in general and are additionally fearful of creating a negative learning environment for diverse students. Participants will learn how to lay an evidence-based foundation for teaching difficult or controversial topics. At the end, participants will have a detailed strategy for choosing, planning and teaching these topics that is suited for their teaching style, discipline, campus, and students.



Understanding the Challenging Classroom Experiences of Diverse Faculty and Students

Supporting the retention and success of diverse faculty and students begins with knowing more about their campus experiences. At the end, participants will know the highlights of research on the challenging classroom experiences of BIPOC and diverse faculty and students and the related faculty, student and institutional costs.



Teaching Excellence: Developing Effective Practices for Inclusive Classrooms

Inclusive teaching is important to the retention and success of all students but especially for diverse students. Participants will learn about the research basis for inclusive teaching. Participants will engage and begin to apply the most important components of inclusive teaching to their own practice. At the end, participants will know what they can do immediately to improve their inclusive teaching and/or have a plan for future improvements. [Level 1: Foundations of Inclusive Teaching; Level 2: Awareness, Knowledge, and Skills]



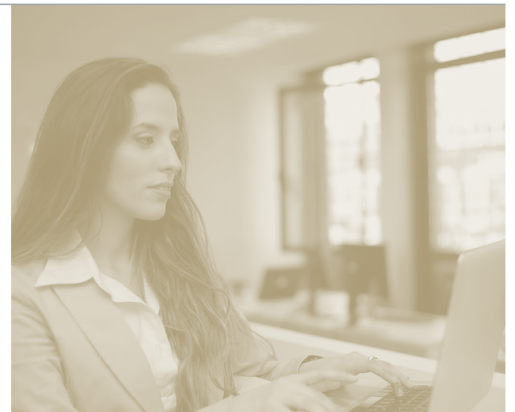
Developing Effective Strategies for Classroom Disruptions & Incivility

Student incivility and disruptions can derail faculty effectiveness and student learning-- especially for diverse faculty and students. Participants will learn about diverse faculty & students' experiences with classroom incivility and the potential consequences of unchecked classroom incivilities. At the end, participants will have an introductory understanding of the range of strategies faculty can use to address student classroom incivility and will have begun to develop one of those strategies.



Teaching in No Time (TINT) 3.0: Preparing for a Stress-Free Efficient and Effective Semester (across course modalities)

In order to implement new classroom practices faculty need to create "space" in their teaching time and energy. This workshop will introduce how faculty can teach effectively with less time and stress--no matter the modality--while using efficient, evidence-based, and inclusive teaching practices. At the end, participants will have ideas on how to adjust their teaching to reduce time while also increasing student learning and will have begun to develop one of those strategies.



Service delivery options:

- 60-90 min interactive talks/keynotes
 - help units develop shared language and frameworks to guide their teaching or faculty success practices. This short format can help participants develop initial & next steps for individual and institutional teaching practices.
 - investment: in-person \$4500; virtual \$3500
- Online course/coaching program
 - help participants develop additional, more advanced and increased depth to their teaching or faculty success knowledge and practices for the chosen diversity & inclusion topic.
 - investment (depending on the topic): asynchronous \$497 to \$1497 pp; synchronous \$795 to

\$2397 pp; bulk institutional pricing available

- Coaching and/or consultation packages
 - help individuals or institutions troubleshoot & implement a plan to address specific teaching or faculty success projects, topics or obstacles.
 - investment: individual packages of 60-90 min calls: 1 call \$1250; 3 calls \$3500, 6 calls \$5500; campus visits: half-day (up to 3hrs) \$8000, full-day (up to 7hrs) \$12000

These delivery options can be used in conjunction with one another to scaffold a teaching or faculty success initiative to move it over time from a beginning or middle stage to a more developed one.

If you'd like to work with me, feel free to email me at chavella@effectivefaculty.org