

---

# Maximizing Faculty Performance

---

Mary Devine

**Chair, Accounting and Financial Services**

The Business School



---

**See where  
experience  
takes you.**

---

# Maximizing Faculty Performance



What does peak performance look like?

What is the  
impact on  
your students,  
your faculty  
group and  
....YOU?

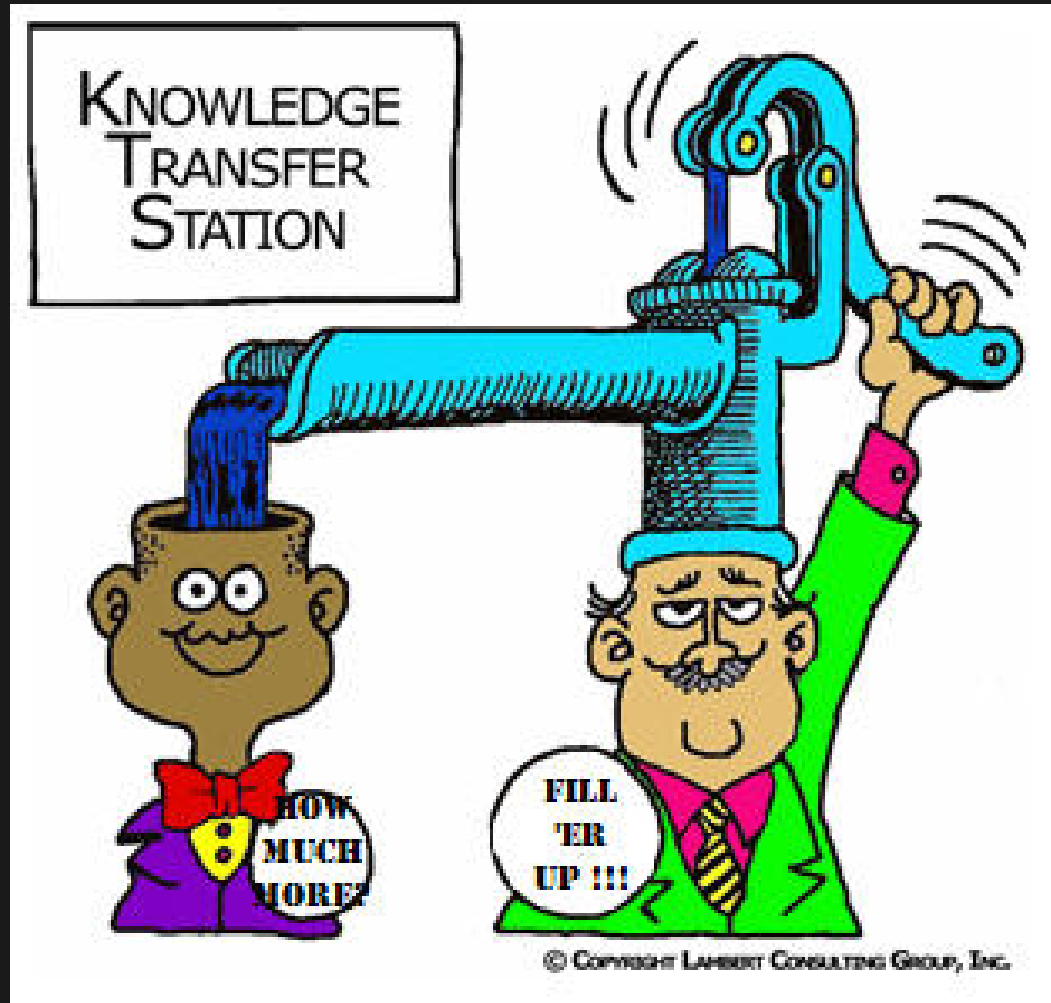
# Faculty Performance



- Teaching Excellence
  - Face-to-face and online

- Other related roles
  - Advising, curriculum development, team meetings

# Maximizing Faculty Performance



What does excellent teaching look like?

What do we expect to see/hear in our learning environments?

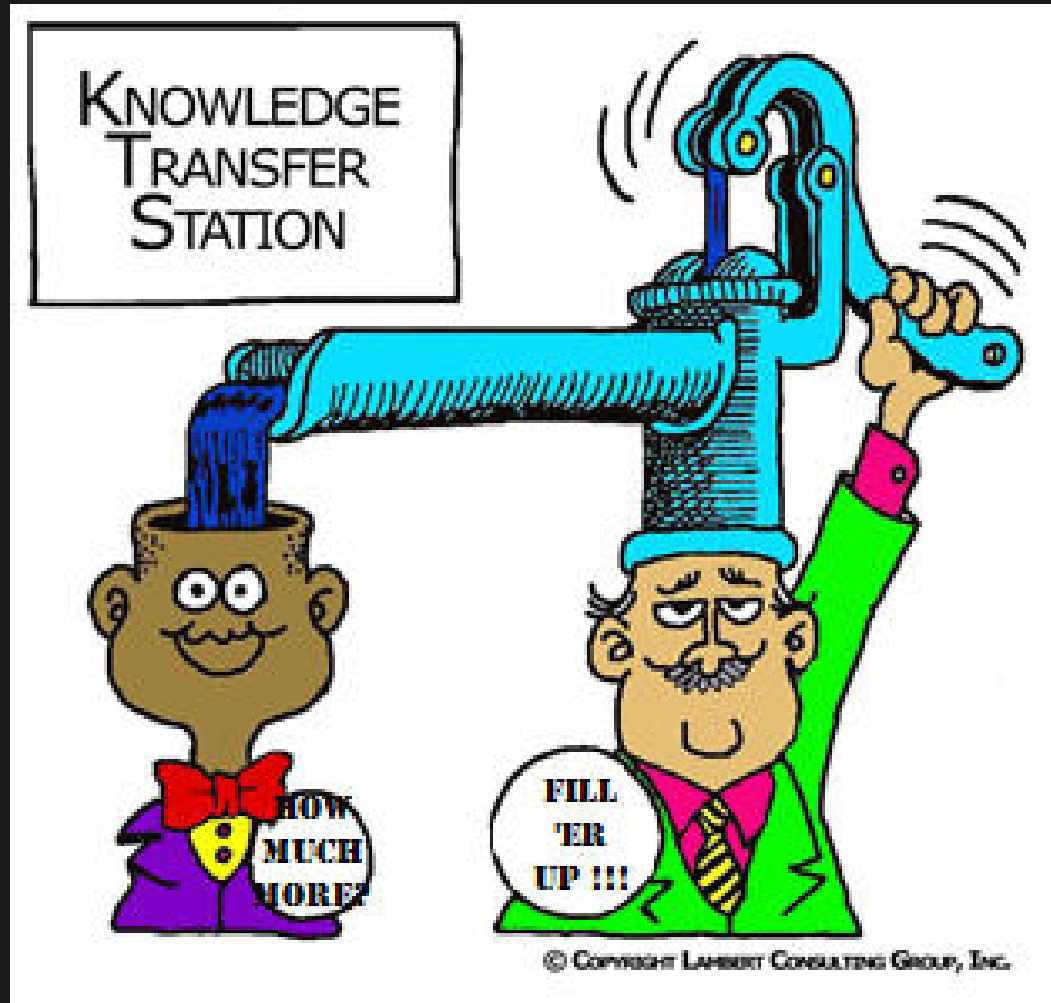


## Classroom Observations: What are we looking for?



Beginning  
Balance  
Level of Learning  
Connections  
Flow  
Check-ins  
Responsiveness  
Engagement  
Inclusion  
Application  
End

# Maximizing Faculty Performance



How do we encourage and excellence in teaching and learning to happen?

HMMM...



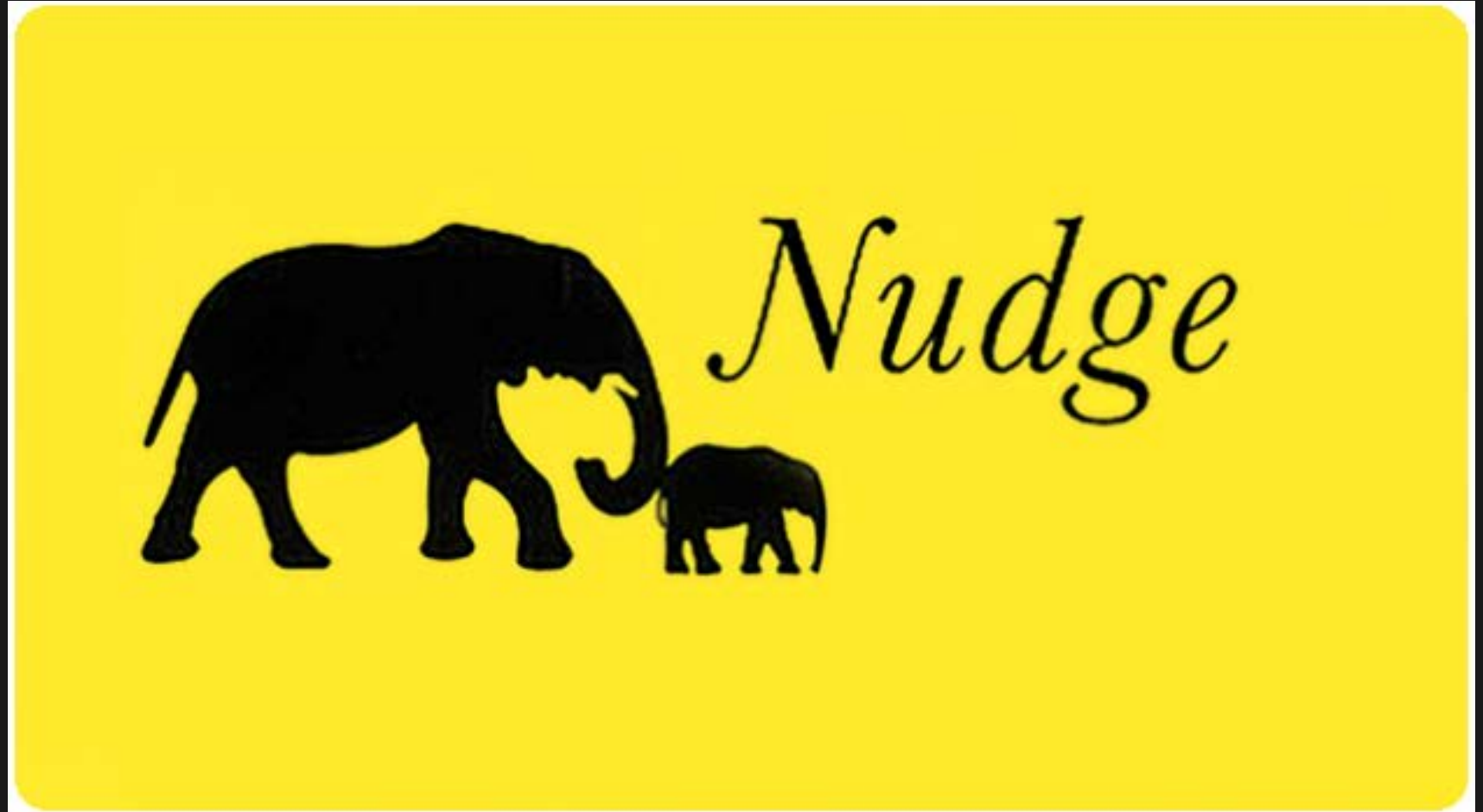
Is it  
different for  
an on-line  
classroom?



How can we utilize Reflective Practice?



The art of the.....




Do  
Faculty  
know  
where  
you  
want  
them to  
go?

Communicating Expectations



A dense, vibrant green background of small, rounded leaves, possibly from a bush or tree, filling the entire frame. Overlaid on this background is white, bold, sans-serif text. The text is arranged in three lines, centered horizontally. The first line reads "TAKE RISKS: IF YOU WIN,", the second line reads "YOU WILL BE HAPPY; IF YOU LOSE,", and the third line reads "YOU WILL BE WISE." The overall composition is simple and motivational.

**TAKE RISKS: IF YOU WIN,  
YOU WILL BE HAPPY; IF YOU LOSE,  
YOU WILL BE WISE.**

A brown squirrel is captured in mid-leap, moving from left to right across the frame. Its body is horizontal, with its front legs tucked and its back legs extended. The squirrel's long, bushy tail is trailing behind it. The background is a soft-focus view of tree branches and green foliage against a pale sky. A black rectangular box with a white border is positioned in the lower half of the image, containing white text.

You make a difference by inspiring others to make a difference.

ايام و عيشنها  
صع غلط  
اهو عيشنها

**Right way**

**Wrong way**

What  
do you  
do  
when  
faculty  
go the  
'wrong  
way'?

As the Chairperson, you have requested a meeting with a full-time faculty member to discuss several complaints you have received from students regarding assignments not being returned in a timely manner, and grades not being posted on the learning management system. You had previously discussed this issue in a faculty team meeting, hoping the issue would be resolved, but the student complaints continued. How would you facilitate this discussion?

# Maximizing Faculty Performance

## Homework:

- Which part of the conversation resonated with you? Select one of the following topics and apply it in a new way this month:
  - Communicating expectations to faculty
  - Setting the tone to take risks and innovate
  - Helping a faculty to travel the 'right path'