EDC Annual Report to STLHE
January 1, 2017 – December 31, 2017
Submitted February 2018

EDC Executive: Current

Chair, Erika Kustra
Vice-Chair Communications, Maureen Wideman
Vice-Chair, Professional Development, Jaymie Koroluk
Vice-Chair, Conferences, Celia Popovic
Vice-Chair, Awards and Recognition, Natasha Patrito Hannon
Secretary, Mandy Frake-Mistak
Treasurer, Theresa Southam

EDC Coordinators

Educational Development Guide Coordinator, Jessica Raffoul
EDC Grants Coordinator, Kris Knorr
EDC Institute Coordinator, Lisa Endersby
EDC Webinar Coordinator, Joe Lipsett
EDC Resource Review, Mel Young

### EDC Executive: Terms Ended June 2017

Past Chair, Deb Dawson
Vice-Chair Communications, Stephanie Chu
Secretary, Erin Aspenlieder

EDC Annual Report to STLHE

This report focuses on a review of the Educational Developers Caucus (EDC) from January 1, 2017 to December 31, 2017. The EDC values open community, collaboration, ethical practice, and a scholarly approach, articulated through our Living Plan. This report is organized based on the four major areas of the EDC Living Plan: engaging members; advocating nationally and internationally; celebrating, reflecting and scholarship; learning and growth.
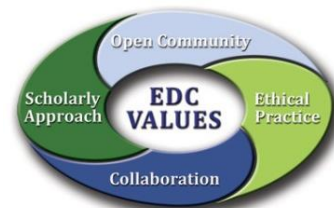
1. Engaging Members in Co-Creation

Governance

We thank the outgoing executive who completed their roles June 2017: Past Chair, Debra Dawson; Vice-Chair Communications, Stephanie Chu; and Secretary, Erin Aspenlieder. We welcomed the new executive, Vice-Chair Communications, Maureen Wideman; Secretary, Mandy Frake-Mistak; and Treasurer, Theresa Southam.

A major change in this reporting year was the development of a new Vice-Chair, Awards and Recognition position, and we welcomed Natasha Patrito Hannon as the inaugural Vice-Chair to recognize the growing profile of ongoing awards, grants, bursaries and other recognition.

Bylaw changes have been made to include the changing EDC Executive with the new position, addition of Coordinators to reflect the expanding portfolios and work associated with a growing and highly active professional community. Additionally, changes are under way to the Bylaws to align with STLHE Bylaws. These will be brought to the members at the GM in February, 2018.

Communications

The EDC continues to expand its outreach to the Canadian and international community through various media. Over the past year, for example, the listserv membership has increased by 16 per cent. While email continues to be our main communications tool, we also inform our members through social media tools such as Twitter, Facebook and LinkedIn. All forms have shown an increase in use over the year, (figure 1).

The website is in the process of being redeveloped and we anticipate our new site to be completed later in 2018. The new website, which will include interactive database functionality, will provide improved access to resources and other information of recurring interest to our members. Keeping our members informed about educational trends, our Conference and Institute events, as well as our webinar series are key activities that enable members to share our collective expertise and wisdom.
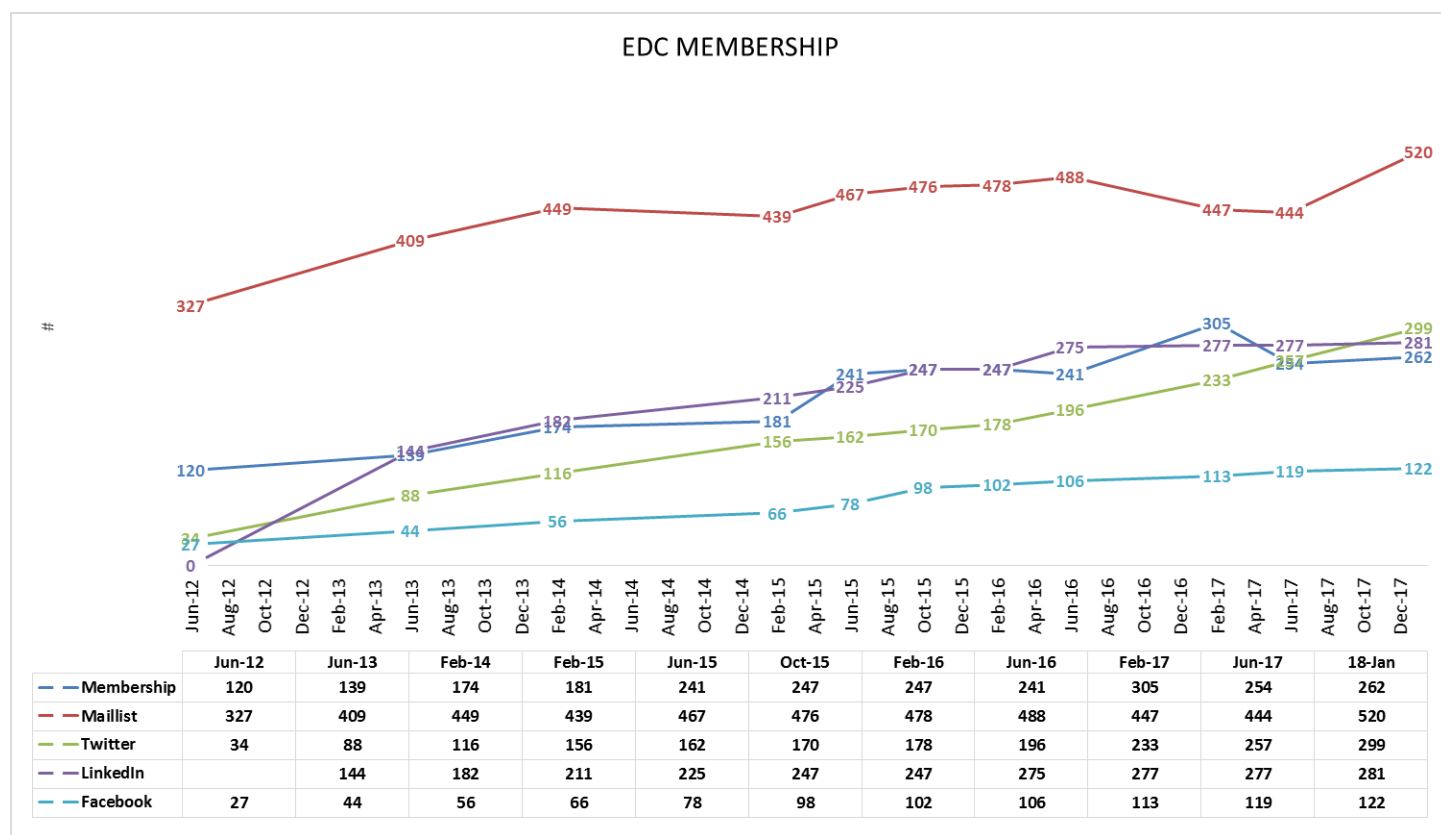
EDC MEMBERSHIP

	Jun-12	Jun-13	Feb-14	Feb-15	Jun-15	Oct-15	Feb-16	Jun-16	Feb-17	Jun-17	18-Jan
Membership	120	139	174	181	241	247	247	241	305	254	262
Maillist	327	409	449	439	467	476	478	488	447	444	520
Twitter	34	88	116	156	162	170	178	196	233	257	299
LinkedIn		144	182	211	225	247	247	275	277	277	281
Facebook	27	44	56	66	78	98	102	106	113	119	122

Figure 1: Changes in participant numbers for EDC over time (June 2012 to present)
Note: Feb. 2015 & 2017 reduction in mail list members due to removal of multiple and undeliverable accounts

Action Groups
EDC Action groups are a highly effective way of mobilizing and engage members and bringing about changes. There are six active Action Groups with over 40 EDC members:
- Indigenous Knowledges
- Guidelines for Ethical Conduct
- Ethical Practices
- Mentorship
- Evaluating Educational Development
- Teaching and Learning Centre Leaders

One group, Rewards and Recognition, completed their goals during the year, having created new awards. The mentorship group developed the EDC Exchange grant. The Indigenous Knowledges group engaged in self-reflexive writing questions that explore concepts of identity, home and land, and commitments to reconciliation, and will present at EDC 2018. The action groups created resources, engaged in scholarship, developed new networks to enhance educational development in Canada. New action groups may be proposed at any time to address new initiatives.

2. Advocating Nationally & Internationally

Membership and National Outreach

The EDC Membership has seen growth over the last year, with 262 paid members December 2017 (refer to figure 1). Nationally, the EDC Chair was part of 3M National Teaching Fellows Review Committee, reviewing outstanding educational leaders and teachers from across the country. Additionally, our Past-Chair, Debra Dawson, published an article reflecting on the history of the EDC and educational development in Canada, *Levers for change in educational development in Canada: Looking back, looking forward* (https://celt.uwindsor.ca/ojs/leddy/index.php/CELT/article/viewFile/4737/4197).

International Outreach

In addition to expanding our reach within Canada, the EDC Executive and members have been actively building connections internationally, including collaborations with the International Consortium of Educational Developers (ICED), Professional and Organizational Development Network (POD), Staff and Educational Development Association (SEDA), Scotland Higher Educational Developers (SHED) and Japan. Together with the President of STLHE, Denise Stockley, the Chair of EDC, Erika Kustra, visited China in July 2017 to attend the ICED meeting, and the Chinese Higher Educational Development Network (CHED) in Shanghai.

Also, on an international level, several EDC members were part of developing and launching the first *International Educational Developer course*. In the Fall 2017, this free 8-week online course was offered as development for those newly appointed or interested in becoming educational developers. EDC members were course developers, tutors and participants. Over 60 total participants enrolled from the UK and Canada. As a result of the first course, the team is planning a second offering open to more broadly internationally.

Erika Kustra, Chair of EDC and Denise Stockley, President STLHE with representatives of CHED in Shanghai, China July, 2017.

3. Celebrating, Reflecting & Scholarship

As a community, we celebrate, reflect and engage in scholarship individually, collectively and continually. One of the greatest changes this year was the addition of the Vice-Chair, Awards and Recognition.

Guides

Guide 2: Rapport-Building for Educational Developers, was released at the EDC General Meeting in June 2017. The Guide is a collaboration between 11 educational developers from across the country, and was well received by the educational developer community across Canada and the US.

After reviewing member responses to a survey as well as gaps in the area of educational development, topics were selected for the following two guides:

Guide 3: Centre Reviews
External reviews of centres for teaching and learning are becoming increasingly common. While they can be useful experiences for participants, they can also be stressful and overwhelming to prepare for and interpret. This guide would be a valuable resource to several stakeholders: those who commission reviews; those who act as reviewers; those undergoing a review; and those who make use of the outcomes of reviews.

Guide 4: Ethical Practice in Educational Development
Ethical guidelines provide a foundation for professional best practices. The purpose of this guide would be to draft a set of ethical guidelines for educational developers, identify shared values/principles/responsibilities/competencies, and pose examples to which developers can reflect on applying ethical practices.

Guide 3 is set to be released during the EDC General Meeting at this year's 2018 STLHE Conference.

The Guide Series has continued to receive acclaim in the community: this year, the first Guide on developing an educational developer portfolio was used in an EDC Institute, a POD Network Institute for New Faculty Developers, and was referenced in an article in *To Improve the Academy*.

Kenny, N., Iqbal, I., MacDonald, J., Borin, P., Dawson, D., Kustra, E., & Chan, J. (2017). Exploring the potential of educational developer portfolios. *To Improve the Academy, 36, 61-75.*

Thank you to the guidance and support of Jessica Raffoul (University of Windsor), Educational Development Guide Coordinator.

Awards

The Reward and Recognition Action Group developed two awards to recognize individuals for exceptional contributions to educational development in Canadian post-secondary education in 2017, the *Educational Developer Leadership Award* and the *Distinguished Educational Development Career Award*. The inaugural were presented at the EDC Conference in Guelph, February 2017. No EDC awards will be granted in 2018, but we encourage submission for the 2019 call. The EDC would like to thank the Awards Selection Committee members, Frances Kalu (University of Calgary), Jeanette McDonald (Ontario Police College), and Jill McSweeney (Dalhousie University), for their commitment, thoughtful feedback, and guidance.

EDC Accreditation Framework
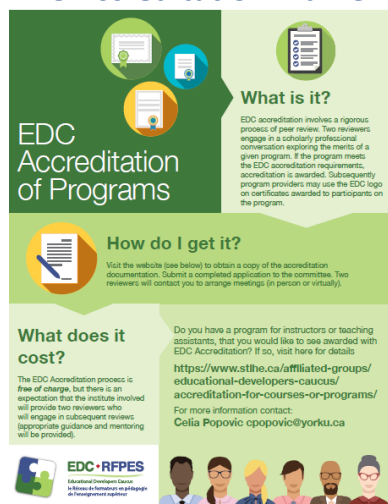
The EDC Accreditation Framework provides a process to support high quality professional development programs at Canadian post-secondary institutions. This is not accreditation of individuals, rather of the programs. The framework was developed by the Accreditation for Centres' Courses or Programs Action Group.

The first groups received their certificates at the EDC 2017 Conference and by the end of December 2017, a total of 12 programs had been accredited from eight institutions, with more in progress. (www.stlhe.ca/affiliated-groups/educational-developers-caucus/accreditation-for-courses-or-programs/). The program has raised interest nationally, and internationally at conferences such as the POD Network in the United States.

Grants

In 2017, the EDC received a record 21 proposals seeking grant funding for projects to advance educational development in Canada. A total of $14,500 in funding was disseminated across the following eight exciting projects, (with a portion of the budget surplus dedicated to supporting the increase in grant applications to directly support our members and enhance the impact of the grants):

> ***Faculty Attitudes Toward the Implementation of High-Impact Practices (HIPs)***
> > Patrick Lyons, Nectario Karagiozis, Dragana Polovina-Vukovic, Rosella Ingriselli, Carleton University
>
> ***Using Professional Learning Communities to Foster Scholarly Practices of Teaching***
> > Robyne Hanley-Dafoe, Cathy Bruce, Trent University
>
> ***The Canadian Context of Faculty Development Programs for Teaching Online in PSE***
> > Alison Jeppesen, Kasey Fulton, Jennifer Thomas, Red Deer College
>
> ***Academic Program Development and Review Guide***
> > Frances Kalu, Lindsay Penner, Kelly Hoglund, University of Calgary
>
> ***Formative Feedback for Teaching Development: Resources, Strategies and Techniques***
> > Cheryl Jeffs, University of Calgary
>
> ***First Year Mathematics Courses Repository***
> > Cindy Xin and Veselin Jungic, Simon Fraser University, and Miroslav Lovric, McMaster University
>
> ***Models for Preventing Burnout and Compassion Fatigue Amongst Educational Developers***
> > Klodiana Kolomitro, Queen's University
>
> ***What is the value of a teaching philosophy for today's academics and their institutions?***
> > Gesa Ruge, Coralie McCormack, and Robert Kennelly, University of Canberra, and Dieter Schönwetter, University of Manitoba

The EDC would like to thank Kris Knorr (McMaster University), EDC Grants Coordinator, for his significant investment of time, energy and expertise in support of this program, and the EDC Grant Review Committee. Additionally, the EDC would like to recognize the time and effort invested by the 2017 grant reviewers: Sherry Arvidson, Adam Chapnick, Nancy Chick, Julia Evanovitch, Jennifer Faubert, Jovan Groen, Natasha Hannon, Frances Kalu, Jaymie Koroluk, Cheryl Jeffs, Cheryl Kennedy, Mark Lubrick, and Jill McSweeny.

4. Educational Developer Learning and Growth

EDC Conference

EDC 2017 was hosted by the University of Guelph on February 22nd to February 24th, 2017 and was themed "(re)Thinking Tradition." 158 delegates attended, representing 55 institutions across Canada, the United States, the United Kingdom, China as well as the Ontario Government and the Federal Government. This is the highest number of registrants of an EDC conference to date. Several new options for sharing information and networking were explored, including book clubs, undergraduate experience workshops, speed dating sessions, EDC campfire sessions, and a human library.

Planning is underway for the EDC 2018 at the University of Victoria in British Columbia, Wednesday, February 14 to Friday, February 16, 2018. Part of the exploration over the year has been to determine methods to welcome new comers.

Celia Popovic and colleagues at Guelph University, February 2017.

EDC Institute

Following publication of the first EDC Guide on the topic of the educational developer portfolios, a proposal was submitted by four of the seven Guide authors to host the 2017 Institute.

A novel structure for the Institute included introducing a blended approach to the Institute's design and delivery, allowing the facilitators to build over time both individual and group-based activities and discussion, community building and reflection opportunities, peer-to-peer and facilitator feedback, as

Jeanette McDonald facilitating EDC Institute at Saint Mary's University, June 2017.

well as work time to develop portfolio content, particularly the philosophy statement component. Three one-hour online webinars (2 pre/1 post) were held, and a two and a half day face-to-face workshop hosted at Saint Mary's University, at the end of the STLHE conference in Halifax, June 23-25, 2017. Twelve participants registered from Canada   and the United States, and the Institute was a success with an overall rating of 25% very good/75% excellent. Thanks to the Coordinator Lisa Endersby and the EDC Institute Leaders, Judy Chan, University of British Columbia, Debra Dawson, Western University, Isabeau Iqbal, University of British Columbia, and Jeanette McDonald, Wilfrid Laurier University.

Lisa Endersby, EDC Institute Coordinator, and co-participants attending EDC Institute at Saint Mary's University, June 2017.

Webinars

Through a mix of formal and informal professional development opportunities, the EDC is continuing broader conversations about the role of online and technology-mediated professional development in our community. Webinars were initiated by the Mentoring Action Group, and organized by Joe Lipsett as the Webinar Coordinator.   Webinars in 2017 were attended by 128 registrants:
   • *What Does Online PD Look Like?* (Feb 10, Jaymie Koroluk & Joe Lipsett: 1 hour, ~17 participants)
   • Joint EDC/SHED Session *Supporting Blended and Online Education Across the Atlantic: Exploring Challenges and Opportunities in Embedding Effective Practice* (March 13, Gavan Watson & Keith Smyth: 1 hour, ~40 Canadian participants)
   • *How to Host an Online Webinar* (April 21, Jaymie Koroluk: 1 hour, ~12 participants)
   • *Developing a 3M Portfolio* (July 28, Michael Van Bussel, Shannon Murray, Maureen Connolly and Esther Enns: 1 hour, ~40 participants)
   • Joint EDC/SHED Session *SHED Keynote and Discussion* (Nov 6, Veronica Bamber: 1 hour 45 minutes, ~18 participants)

Bursaries

In December 2017, six applications were received for EDC bursary funding to support participation in the February 2018 EDC Conference at the University of Victoria. Happily, the EDC was able to distribute $3000 in bursary funds among all of the eligible candidates to offset their conference registration fees.

Inaugural Educational Developers Grants for Exchanges (EDGEs)

The EDC Executive has worked closely throughout 2017 with members of the Mentorship Action Group to define and develop a new funding source aimed at supporting mentorship and networking among educational developers (EDs) through professional exchanges. The ED Grants for Exchanges, or EDGEs initiative, is a pilot program that provides financial support to EDs, both individuals and groups, who engage in professional exchanges with peers. Successful applicants will be able to access up to a maximum of $2000 per exchange initiative. The EDGEs program invites EDs to conceptualize the term

'exchange' broadly and to consider creative forms of exchanges, including one-way exchanges, reciprocal exchanges, and learning network models. This 2-year pilot program is funded by the Educational Developers Caucus with the aims of:

- supporting ED learning and growth through the expansion of professional networks;
- fostering collaboration and knowledge-sharing among EDs and teaching centres; and
- enabling members to experience, celebrate and reflect upon the diversity of ED roles and functions.

The EDGEs initiative will be unveiled in a roundtable presentation at the EDC 2018 Conference, with the inaugural call for proposals being distributed in late February 2018. The EDC Executive thanks the Mentorship Action Group for the extensive work on this initiative.

Budget

The EDC maintained a healthy budget, surplus will be used in coming year to benefit members. Financially, the EDC supported two major initiatives in this reporting year:

- o Enhanced funding for EDC Grants

And continued support of two initiatives from 2017:

- o Guide Series launch
- o revision/redevelopment of the EDC website

A portion of the budget surplus has been dedicated for 2018 to support the pilot EDC Exchange, building on EDC membership recommendations from previous years, captured in the Living Plan.

Conclusion

The EDC Executive and membership are a vibrant and growing group. Thanks to each of them for submitting the information to make this report possible. Over this reporting year, it has been one of the Chair's priorities to enhance the interactions with STLHE. It has been a pleasure to work with such a dynamic group of people from both EDC and STLHE, and we look forward to the new challenges and opportunities in 2018.

Erika Kustra
Chair, Educational Developers Caucus
University of Windsor