Center for Academic Development and Improvement
Integral Faculty Development
Progress report for CETYS' Faculty Certification Program

During 2010, the Center for Academic Development and Improvement (CADI), through the coordination of Integral Faculty Development (FIP in Spanish), continued implementing actions directed towards the promotion of faculty's development and training in pedagogical, technological, values and cultural competencies. This purpose is fulfilled through CETYS' Faculty Certification Program (CDC in Spanish), which included a total of 14 courses offered to all faculty members. Information regarding each course is detailed below:

Courses offered during January- June of 2010

Name	Line of Formation	Length of time	Mode	Learning Outcome
Course: *Research based learning*	Pedagogical	15 hrs.	In campus.	Design learning experiences for a course, linked to academic knowledge, with research-related aspects.
Workshop: *Update in Blackboard Academic Suite 9.*	Technological.	2 hrs.	In campus.	Manage the tools in Blackboard's new version.
Workshop: *Microsoft Office 2007 PowerPoint*	Technological.	5 hrs.	In campus.	Optimize the use of PowerPoint tools to implement them in the design of educational material.
Course: *Ethical dimension of being a teacher*	Values.	10 hrs.	In campus.	Analyze faculty's work from a moral subject's perspective, focusing on basic skills for the development of values in the classroom.
Course: *Contemporary educational paradigms*	Pedagogical	20 hrs.	Online	Establish relationships between educational goals, learning-centered-education, and CETYS' educational Model.
Workshop: *Pedagogical use of Blackboard Academic Suite 9.*	Technological.	6 hrs.	In campus.	Optimize the use of Blackboard's tools to implement them in the design of online educational material.
Course: *Information organization (From the "Development of Information Literacy" set)*	Technological.	20 hrs.	In campus.	Recognize the concepts and practices of an information organization through a variety of storage formats.
Course: *Search and retrieval of information (From the "Development of Information Literacy" set)*	Technological.	20 hrs.	In campus.	Focus the information retrieval process through software and an appropriate query language that allows searches with greater relevance and accuracy.
Course: *Competency-based programs*	Pedagogical	20 hrs.	In campus.	Design competencies for a course program, considering elements of the curriculum for the teaching practice, students' meaningful learning, and CETYS' institutional processes.

Courses offered during January- June of 2010

Name	Line of Formation	Length of time	Mode	Learning Outcome
Course: *Creating an Assessment Plan for Your Self Study using Outcomes Based Assessment.*	Pedagogical	6 hrs.	In campus.	Learning Assessment and periodic review of academic programs.
Course: *Use of technology (From the "Development of Information Literacy" set)*	Technological.	20 hrs.	In campus.	Develop the skills and abilities to function in the field of new technologies, in order to adapt to this environment and to changes that new technologies offer.
Photography workshop.	Culture and healthy lifestyle.	5 hrs.	In campus.	Review essential theoretical and technical aspects for the composition of digital photography, to incorporate these to the development of educational material.
Course: *Assertiveness development.*	Pedagogical	10 hrs.	In campus.	Reflect on the attitudes in faculty practices, particularly in respect to the recognition of values, such as: respect, freedom and human rights, and their impact in the teaching- learning process.
Course: *Analysis, synthesis and communication of information. (From the "Development of Information Literacy" set)*	Pedagogical	30 hrs.	In campus.	Develop the necessary skills to analyze, synthesize, organize, use and reuse information.

In order to carry out these courses and workshops, CETYS invited specialists from various educational institutions in Mexico and abroad:

Invited instructors

Name	Institution of origin	Area of expertise
Dra. Maria Soledad Ramírez	Instituto Tecnológico de Estudios Superiores de Monterrey (ITESM).	Research- based learning
Gabriela Sonntag	California State University, San Marcos (CSUSM).	Information Literacy.
Mtro. Patrick Sullivan	San Diego State University (SDSU).	Library science
Dra. Marilee J. Bresciani	*San Diego State University* (SDSU).	Learning assessment
Mtra. Alma C. Ortega	*University of San Diego* (USD).	Virtual reference and cataloging
Dr. Robinson Salazar	Universidad Autónoma de Sinaloa (UAS).	Researchers formation
Dra. Lilia Martínez Lobatos	Universidad Autónoma de Baja California (UABC).	Curricular development
Dra. Ma. Elena Chan Nuñez	Sistema de Universidad Virtual, Universidad de Guadalajara (UDG).	Knowledge and learning management in online environments.
Mtro. Jose Antonio Delgado Valdivia	Sistema de Universidad Virtual, Universidad de Guadalajara (UDG).	E-learning.
Dra. Guadalupe Valdés	Instituto Tecnológico de Estudios Superiores	Special education and

Dávila	de Occidente (ITESO).	cognitive development.
Mtra. Veronica Isoard Viesca	Instituto Tecnológico de Estudios Superiores de Occidente (ITESO).	Pedagogy and comunication.

To monitor the level of faculty participation, assistance and accreditation records are kept for each course. The following statistics were generated from these records, indicating the distribution of participants by gender, college and type of contract:

Participant distribution in CETYS' Faculty Certification program, semester 2010-1

Total by Campus	Courses	Gender		College			PRE	OTHER	Type of contract					
		F	M	B&A	ENG	SC&H			A	FT	PT	AS	AD	OTHER
Mexicali	8	94	57	41	42	35	15	18	53	61	2	15	5	15
Tijuana	8	68	78	45	41	37	17	6	75	40	12	16	0	3
Ensenada	9	64	35	78	18	1	0	2	63	18	14	2	0	2
Total by system	25	226	170	164	101	73	32	26	191	119	28	33	5	20

Participant distribution in CETYS' Faculty Certification program, semester 2010-2

Total by Campus	Courses	Gender		College			PRE	OTHER	Type of contract					
		F	M	B&A	ENG	SC&H			A	FT	PT	AS	AD	OTHER
Mexicali	5	71	61	44	41	30	0	17	36	50	1	15	10	20
Tijuana	5	52	47	39	26	27	0	7	44	36	9	3	0	7
Ensenada	5	48	19	39	24	0	0	4	37	18	8	0	0	4
Total by system	15	171	127	122	91	57	0	28	117	104	18	18	10	31

Participant distribution in CETYS' Faculty Certification program, semester 2011-1

Total by Campus	Courses	Gender		College			PRE	OTHER	Type of contract					
		F	M	B&A	ENG	SC&H			A	FT	PT	AS	AD	OTHER
Ensenada	5	44	24	25	16	0	0	2	52	12	2	0	0	2
Tijuana	5	47	40	29	24	26	0	8	52	20	4	3	0	8
Mexicali	5	56	48	25	30	39	7	4	60	29	1	7	4	4
Total by system	15	147	112	79	70	65	7	14	164	61	7	10	4	14

It is important to notice that, in 2009, the amount invested in faculty formation was $434,590.57 pesos, which covered the instructor fees & travel, cafeteria and printed materials.

Also, in accordance with the program's purposes, all courses and workshops are part of a specific formation line, so participants may accumulate hour of training that result in expected competency levels for each of them. Following this rationale, individual faculty's routes are tracked to see their progress and level of certification achieved. The following describes the general progress of the program, according to statistics reviewed in April, 2011:

Courses and total offered hours institutionally by line of formation:

	Lines of formation in CETYS' Faculty Certification Program				
	PEDAGOGICAL	**TECHNOLOGICAL**	**VALUES**	**CULTURE AND HEALTHY LIFESTYLE**	**TOTAL**
Courses Offered	195	54	3	3	227
Accumulated Hours	659	828	30	15	1344

Participants at the system level

Statistic generated by College

	Number of professors	Total Hours	Hours per professor
Business and Administration	157	8058	51.3
Social Sciences and Humanities	88	4667	53.0
Engineering	112	4438	39.6
Total	**357**	**17163**	

Participants at the system level

Statistic generated by Type of contract

	Number of professors	Total Hours
Assignment (A)	238	9026
Adjunct (AD)	7	848
Associate (AS)	25	1316
Part Time (PT)	10	688
Full Time (FT)	77	5285
Total	**357**	**17163**

Finally, we should mention that these courses are scheduled throughout the year and are promoted through the *Institutional Calendar for Faculty's Integral Formation*, which is distributed to the Schools in printed version, and digitally through email and CADI's webpage; making it available to all faculty members in CETYS University.

Tijuana, B.C., June 20th, 2011