

## MICHAEL S. PALMER, ASSOCIATE PROFESSOR & ASSISTANT DIRECTOR

Teaching Resource Center  
University of Virginia  
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### EDUCATION

- Postdoctoral Research Associate, Chemical Engineering** 2000-2003  
University of Virginia, Charlottesville, VA
- Ph.D., Inorganic Chemistry** 1999  
University of Wyoming, Laramie, WY
- Dissertation: *Theoretical examination of soluble organometallic complexes utilized as models for hydrodesulfurization catalysts*
  - University of Wyoming Outstanding Dissertation Award, 2000 (Awarded annually to three graduate students.)
  - Sara Jane Rhoads Award for Outstanding Research for the Ph.D. Degree in Chemistry, 2000 (Award annually to one chemistry graduate student.)
  - DOE/EPSCoR Fellow, 1995-1997
- B.S., Chemistry, ACS Approved; Minor, Computer Science** 1994  
University of Wyoming, Laramie, WY
- A.S., Chemistry** 1992  
Casper Community College, Casper, WY

### EXPERIENCE

- Associate Professor & Assistant Director** 2009-present  
Teaching Resource Center, University of Virginia
- Administrative Responsibilities*
- Co-administer Tomorrow's Professor Today Program 2005-present  
Co-developed and administer future faculty program for graduate students & post-doctoral fellows. Responsibilities include securing university funding, planning, scheduling and facilitating workshops and seminars, selecting participants, managing program budget (\$20,000), and conducting on-going assessment.
  - Administer and co-lead Course Design Institute 2008-present  
Developed and co-present intensive, multi-day workshop for designing new courses which promote transformative learning. Responsibilities include designing workshop sessions, leading individual sessions, creating Institute materials, hiring facilitators, securing space, developing and managing revenue stream (\$14,000), and conducting assessment.
  - Co-Administer Learning Assessment Grants 2008-present  
Co-developed and co-administer grants program (awarding \$10,000/year total) to support initiatives around assessing student learning. Responsibilities include creating and disseminating call for proposals, reviewing proposals, selecting recipients, supporting grantees, and assessing the program.

- Support CavEd Program (aka Student-Initiated Courses) 2009-present  
Work with CavEd representative to support student-teachers and enhance program assessment.
- Coordinate August Teaching Workshop 2004-2008  
Oversee all aspects of annual, 2-day workshop for incoming graduate students and faculty. Responsibilities included designing program, selecting and securing presenters, training presenters, inviting attendees, arranging space, develop advertising strategy, coordinating with other units, and assessing the sessions.
- Coordinate University Teaching Fellows Program 2006-2006  
Oversee year-long faculty course design learning community during administrator's research leave. Responsibilities included organizing events, facilitating discussions, and supporting fellows' work.
- Consult with faculty and graduate teaching assistants about teaching, learning and other professional development issues
- Design and facilitate departmental and University-wide workshops for faculty and graduate students
- Design and maintain Teaching Resource Center website
- Select and invite outside speakers; plan and organize their visit to UVa
- Assist with internal and external grant writing

*Courses Designed and Taught*

- Chemical Principles Laboratory, a 1<sup>st</sup>-year, 3-credit laboratory course with 90-110 students; Fall 2004-2007, Fall 2010-2011
- Falling from Infinity, a 1<sup>st</sup>-year seminar with 18 students; Spring & Fall 2009
- Calculus I, a 1<sup>st</sup>-semester, applied calculus course with 50 students; Fall 2003
- Short-course Facilitator (Science Fiction, Fantasy, and Magic Realism Short Stories), Brown Residential College students

**Assistant Professor & Faculty Consultant** 2003-2009  
Teaching Resource Center, University of Virginia

**Adjunct Faculty** 2002-2003  
Chemical Engineering Department, University of Virginia

*Courses Designed and Taught*

- Calculus II ,a 2<sup>nd</sup>-semester, applied calculus course with 50 students; Fall 2002 and Spring 2003

**Experiential Learning Facilitator** 2002-present  
Falls River Center, Charlottesville, VA

*Responsibilities*

- Design and implement experiential learning programs
- Facilitate action learning groups comprised of educational and corporate clients
- Advise and oversee technical training of participants

**PROFESSIONAL SERVICE**

***International Institute for New Faculty Developer***, a week-long Institute for new faculty developers from around the world  
*Core Faculty Facilitator*, Kennesaw State University, Kennesaw, GA 2011

Core Faculty Facilitator, The Collaboration, St. Paul, MN 2009

**Professional & Organizational Development (POD) Network in Higher Education**

Conference Co-Chair, Atlanta, GA 2011  
Conference Program Co-Chair, St. Louis, MO 2010  
Conference Poster Session Chair, Houston, TX 2009  
Conference Proposal Reviewer 2008-present  
Core Member, Membership Committee 2008-present  
Liaison (Mid-Atlantic Region) 2008-present

**University of Virginia**

Member, The Undergraduate Research Assessment Committee 2008-present  
Member, UVa President's Inaugural Academic Conference Committee 2010-2011  
Member, Scientific Reasoning Assessment Committee 2009-2011  
Member, University Committee on Instructional Technology 2006-2009  
Member, Faculty Senate Dissertation Year Fellowship Selection Committee 2004-2007  
Member, Seven Society Graduate Fellowship for Superb Teaching Selection Committee 2004 & 2006  
Member, Instructional Technology Review Committee 2004-2005  
Mentor, University Teaching Fellows Program 2007-2008 & 2010-2011  
Faculty Fellow, Brown Residential College 2008-present  
Mentor, Office of African American Affairs Faculty-Student Mentoring Program 2003-2009  
Judge, Undergraduate Research Symposium 2004-2009  
Consultant, School of Engineering and Applied Science ABET Steering Committee 2003-2004

**Manuscript Reviewer**

*To Improve the Academy* 2010-present

**Scholar**

CASTL Institute: Creativity, Creighton University, June 3-5, Omaha, NE 2010

**Professional Memberships**

National Professional and Organizational Development Network in Higher Education 2003-present  
American Chemical Society 1997-present

**GRANTS**

Co-PI: POD Faculty/Instructional Development Internship Grant (\$5000) 2010  
Support the establishment of an internship for a graduate student of color who is considering a career in instructional development in higher education.  
Co-PI: SEAS Technology Leaders Program (\$10,000) 2007  
Support course design efforts and design and co-lead faculty development workshop.  
PI: U.Va. Parents Committee (\$3000) 2007  
*Student Response Systems: Engaging Students in Large Lecture Courses.* Purchase a complete and portable Student Response System, used and demonstrated in workshops and also loaned to faculty who are interested in trying them out in their classes.

**ARTICLES**

**Peer-Reviewed**

Palmer, M.S. (submitted), Graduate Student Professional Development: A Decade after Calls for National Reform, *Studies in Graduate and Professional Student Development*, Stillwater, OK: New Forums Press.

- Little, D. & Palmer, M. (in press). Training Instructional Consultants to Use a Coaching Framework. In K. T. Brinko (Ed). *Practically Speaking: A Sourcebook for Instructional Consultants in Higher Education*. 2<sup>nd</sup> Ed., Stillwater, OK: New Forums Press.
- Little, D. & Palmer, M. (2011). A Coaching-based Framework for Individual Consultations. In J. Miller & J. Groccia (Eds.), *To Improve the Academy: Resources for Faculty, Instructional and Organizational Development*. Vol 29.
- Periodic Density Functional Theory Study of Methane Activation over La<sub>2</sub>O<sub>3</sub>: Activity of O<sup>2-</sup>, O<sup>-</sup>, O<sub>2</sub><sup>2-</sup>, Oxygen Point Defect, and Sr<sup>2+</sup>-Doped Surface Sites, M. S. Palmer, M. Neurock, M. Olken, *J. Am. Chem. Soc.*, 2002, 124, 8452-8461.
- Periodic Density Functional Theory Study of the Dissociative Adsorption of Molecular Oxygen over La<sub>2</sub>O<sub>3</sub>, M. S. Palmer, M. Neurock, M. Olken, *J. Phys. Chem. B.*, 2002, 106, 6543-6547.
- η<sup>1</sup>-S-Bound Thiophene and Dibenzothiophene Complexes: Understanding and Predicting Thiophene Tilt Angles, M. S. Palmer, S. Harris, K. Carter, submitted to *Organometallics*.
- The Role of Bimetallic Thiophene-Bridged Complexes in Homogeneous Desulfurization Reactions, M. S. Palmer, S. Harris, *Organometallics*, 2000, 19, 2114-2124.
- Ab Initio Molecular Orbital Study of Organometallic Complexes Containing Benzo[b]-thiophene, M. S. Palmer, S. Rowe, S. Harris, *Organometallics*, 1998, 17, 3798-3808.
- Structure of Metallathiacycles: Planar vs Nonplanar Geometries. A Theoretical and Experimental Investigation, C. Blonski, A. M. Myers, M. Palmer, S. Harris, W. D. Jones, *Organometallics*, 1997, 16, 3819-3827.
- Structure, Bonding, and Reactivity in Transition-Metal-Inserted Thiophene Complexes, M. Palmer, K. Carter, S. Harris, *Organometallics*, 1997, 16, 2448-2459.

#### **Teaching Resource Center Publications**

- Palmer, Michael S. Little Pushing the Boundaries, *Teaching Concerns*, 2009.
- Palmer, Michael S. Little Things Matter in Large Course Instruction, *Teaching Concerns*, 2006  
<[http://trc.virginia.edu/Publications/Teaching\\_Concerns/Spring\\_2006/TC\\_Spring\\_2006\\_Palmer.htm](http://trc.virginia.edu/Publications/Teaching_Concerns/Spring_2006/TC_Spring_2006_Palmer.htm)>.
- Teaching Resource Center. *Effective PowerPoint*, edited. 2005 <[http://trc.virginia.edu/Publications/Teaching\\_Concerns/Misc\\_Tips/Effective\\_Powerpoint.htm](http://trc.virginia.edu/Publications/Teaching_Concerns/Misc_Tips/Effective_Powerpoint.htm)>
- Teaching Resource Center. *Tips for Accommodating Deaf & Hard of Hearing Students in Your Classroom*, edited. 2004 <[http://trc.virginia.edu/Publications/Teaching\\_Concerns/Misc\\_Tips/Deaf\\_HH\\_Tips.htm](http://trc.virginia.edu/Publications/Teaching_Concerns/Misc_Tips/Deaf_HH_Tips.htm)>
- Teaching Resource Center. *Not Quite 101 Ways to Learn Students' Names*. 2004 <[http://trc.virginia.edu/Publications/Teaching\\_Concerns/Misc\\_Tips/Learn\\_Names.htm](http://trc.virginia.edu/Publications/Teaching_Concerns/Misc_Tips/Learn_Names.htm)>
- Teaching Resource Center. *Evaluating Web Pages for Use in Research*, edited. 2004 <[http://trc.virginia.edu/Publications/Teaching\\_Concerns/Misc\\_Tips/Evaluating\\_Web\\_Pages.htm](http://trc.virginia.edu/Publications/Teaching_Concerns/Misc_Tips/Evaluating_Web_Pages.htm)>

#### **CONFERENCE PRESENTATIONS**

- "Learning to See the Infinite: Teaching and Measuring Visual Literacy." Michael Palmer, UVa Inaugural Academic Symposium, University of Virginia, April 2011.
- "Preparing Graduate Students for Academic Careers: Assessing the Impact," Michael Palmer, Deandra Little, and Michael Maizels, UVa Inaugural Academic Symposium, University of Virginia, April 2011.
- "Course Design Institute: Transforming Teaching and Learning," Dorothe Bach, Deandra Little and Michael Palmer, Conference on Higher Education Pedagogy, Virginia Tech University, February 2011.
- "Glimpsing the Infinite: Learning to See, Seeing to Create," 2010 CASTL Institute: Creativity, Creighton University, June 3-5, Omaha, NE.
- "Structured Professional Development for Graduate and Professional Students: A Taxonomy," Alan Kalish, The Ohio State University; Stephanie Rohdieck, The Ohio State University; Laura L. B. Border, University of Colorado; Laura N. Schram, University of Michigan; Linda von Hoene, University of California, Berkeley; Michael Palmer, University of Virginia; Elizabeth Chandler, University of Chicago; Virginia Maurer, Harvard University; Cassandra Volpe Horii, Curry College, 2009 National Conference for the Professional and Organizational Development Network in Higher Education, October 28-November 1, Houston, TX.
- "Disciplinary thinking: Studying the ability of first-year chemistry students to think scientifically," American Chemical Society National Meeting, August 17-20, 2008, Philadelphia, PA.

- "Tomorrow's Professor Today: Developing a Flexible Faculty Preparation Program," Michael Palmer, Deandra Little and Neda Cvijetic, Center for the Integration of Research, Teaching and Learning National Forum, June 15-17, 2008, Madison, WI.
- "With Mindful Purpose: Coaching as a Strategy for Teaching Consultations," Michael Palmer and Deandra Little, National Professional and Organizational Development Network in Higher Education Annual Conference (three and a half hour pre-conference workshop), October 25-28, 2007, Pittsburg, PA.
- "Tomorrow's Professor Today: Developing a Flexible, Scalable Faculty Preparation Program," Michael Palmer and Deandra Little, National Professional and Organizational Development Network in Higher Education Annual Conference, October 25-28, 2007, Pittsburg, PA.
- "Theory in Action: Coaching as a Model for Teaching Consultations," Michael Palmer and Deandra Little, National Professional and Organizational Development Network in Higher Education Annual Conference, October 25-29, 2006, Portland, OR.
- "Connections: Developing Future Biology Faculty," Michael Palmer, Peter Brunjes, and Deborah Roach, Center for the Integration of Research, Teaching, and Learning National Forum, November 5-6, 2003, Madison, WI.
- "Molecular Design of Metal-Containing Polyamine Macrocyclic Catalysts for the Direct Oxidation of Benzene to Phenol," Symposium on Molecular Modeling of Nanostructures, Nanocrystalline and Amorphous Materials, Fall National AIChE Meeting, Indianapolis, IN, November, 2002.
- "Dissociative Adsorption of Molecular Oxygen over La<sub>2</sub>O<sub>3</sub>: Generation of Active Sites for Oxidative Coupling of Methane," M. S. Palmer, M. Neurock, M. Olken, Southeast Regional Catalysis Society Meeting, Clemson, South Carolina, May 2002.
- "Direct Oxidation of Benzene to Phenol: NiO and Metal-Containing Polyamine Macrocyclic Catalysts," DOE Project Review, Washington, D.C., November 2001.
- "A First Principles Analysis of Methane Activation over La<sub>2</sub>O<sub>3</sub>," Symposium on the Fundamentals of Oxide Catalysis, Fall National AIChE Meeting, Reno, NV, October 2001.
- "Density Functional Theory Study of Methane Activation over La<sub>2</sub>O<sub>3</sub>," Department of Chemistry, University of Wisconsin, Madison, WI, September 2001.
- "Density Functional Theory Study of Hydrogen Abstraction from Methane on La<sub>2</sub>O<sub>3</sub>," M. S. Palmer, M. Neurock, M. Olken, Session on Natural Gas Conversion An Related Topics, North American Catalysis Society Meeting, Toronto, Ontario, Canada, June 2001.
- "Ab Initio Molecular Orbital Study of Organometallic Complexes Containing Benzo[b]thiophene," Department of Chemistry, University of Wyoming, Laramie, WY, December 1999.
- "Theoretical Examination of Soluble Transition-Metal Complexes Utilized as Models for Binary Transition-Metal Sulfide Hydrodesulfurization Catalysts," Symposium on Synthesis/Conversion of Hetero-organics: Homogeneous Catalyst Systems, North American Catalysis Society Meeting, Boston, MA, June 1999.
- "Ab Initio Investigation of the Hydrodesulfurization Process," Division of Petroleum Chemistry, National American Chemical Society Meeting, Dallas, TX, 1998.
- "Structure, Bonding, and Reactivity in Transition-Metal-Inserted Thiophene Complexes," Symposium on Hydrocarbon Reactions, Western States Catalysis Club, Denver, CO, June 1997.
- "Electronic and Steric Effects in Metal-Inserted Thiophene Complexes," Symposium on S, N, and O Bound Ligands, National American Chemical Society Meeting, New Orleans, LA, March 1996.

#### INVITED PRESENTATIONS, WORKSHOPS & SEMINARS

\* All sessions were 90-120 minutes except where noted.

#### **Assessing Student Learning**

- Beyond Grades: Improving Learning and Teaching with Authentic Assessment*, University of North Carolina-Asheville, Asheville, NC 2009
- Grading with Rubrics: Aligning Assessment with Learning*, University of North Carolina-Asheville, Asheville, NC 2008

#### **Course Design**

- Course Design Series with working group*, a four-part, semester-long series focused on course design, including working sessions, University of Richmond 2011

*Designing Courses That Promote Deep Learning*, a half-day session for visiting Chinese Faculty, School of Continuing & Professional Studies, University of Virginia 2011  
*jmUDesign*, a week-long course design institute, James Madison University 2011  
*Designing Courses That Promote Deep Learning*, UVa Getting Started Series for New Faculty, University of Virginia 2010 & 2011

**Educational Development**

*A Coaching-based Framework for Individual Consultations*, a full-day workshop, Northern Virginia Community College System 2011

**Engaging Students**

*Engaging Students, Engaging Minds*, Piedmont Valley Community College, Charlottesville, VA 2011  
*Engaging Students, Engaging Minds*, University of Texas-Arlington, Arlington, TX 2009  
*Owning Your Education: The Engaged Learner*, University of Texas-Arlington, Arlington, TX 2009  
*The "Science" of Questioning: Promoting Critical Thinking with Purposeful Questions*, FBI National Academy, Quantico, VA 2008  
*Student Response Systems: Engaging Students in Large Lecture Courses*, UVa Parents Committee 2008  
*Active Learning: Tips & Strategies to Promote Significant Learning*, UVa Health Science Library's Infofair 2008  
*Collaborative Learning: Helping Students Learn How to Learn*, University of North Carolina-Asheville, Asheville, NC 2008  
*Active Learning: Tips & Strategies to Promote Significant Learning*, FBI National Academy, Quantico, VA 2007  
*Course Design: Creating Significant Learning Experiences*, Oklahoma City University, Oklahoma City, OK 2006

**Scholarship of Teaching and Learning**

*Disciplinary thinking: Studying the ability of first-year chemistry students to think scientifically*, University of Texas-Arlington, Arlington, TX 2009

**Teaching Large Enrollment Courses**

*Promoting Learning in Large Enrollment Courses*, Duke University, Durham, NC, 2010 & 2011  
*Sailing in a Sea of Students: Effectively Navigating Large Enrollment Classes*, University of Wyoming, Laramie, WY 2009  
*Sailing in a Sea of Students: Effectively Navigating Large Enrollment Classes*, Boise State University, Boise, ID 2009  
*Teaching with Teaching Assistants: A Conversation*, Boise State University, Boise, ID 2009

**Miscellaneous**

*Models for E-learning and Teaching, Including Distance Learning and Patient Education*, Panelist, Universitas 21 Health Conference, University of Virginia 2008  
*Effective Research Presentations*, Undergraduate Research Network Workshop, University of Virginia 2005-2008

**UVA TEACHING RESOURCE CENTER-SPONSORED WORKSHOPS**

**Intensive, Multi-Day Workshops**

*UVa Course Design Institute* with TRC Colleagues 2008 & 2010-2011  
*Course Design* with D. Little, Teaching in Academic Medicine Program 2008  
*The Teaching Portfolio: Analyzing and Documenting Your Teaching and Helping Portfolio Writers* with D. Little 2007

Course Design Learning Community Facilitator, multi-week faculty working group focused on course design issues	2005
<b>Approaches to Teaching</b>	
Discussion Leading, Brown College Student-Instructors	2010
Team Teaching with D. Little, Teaching in Academic Medicine Program	2008
Teaching with Technology, Religious Studies Pedagogy Seminar Workshop	2005 & 2006
Teaching with Technology, School of Nursing	2005
Leading Discussions, Art History Departmental Workshop	2004
Teaching the First Days of Class, August Teaching Workshop	2006 & 2007
<b>Assessing Student Learning</b>	
Tips & Techniques for Grading Student Writing, August Teaching Workshop	2005
<b>Course Design</b>	
Syllabus Design Workshop with D. Little	2011
The Syllabus, CavEd Program	2010, 2011
Course Design, University Teaching Fellows Program	2005
<b>Diversity</b>	
Difficult Dialogues with D. Bach, Curry School of Education Diversity Taskforce	2011
Difficult Classroom Situations, August Teaching Workshop	2006- 2009
Comfort in the Classroom, Panelist, Excellence in Diversity Panel Discussion	2004
<b>Engaging Students</b>	
Engaging Students, Engaging Minds, August Teaching Workshop	2011
Some Whys and Hows of Active Learning, Neuroscience Department	2010
the other side of the box: fostering creativity in—and out of—the college classroom, January Teaching Workshop	2010
Active Learning, Teaching in Academic Medicine Program	2008
The “Science” of Questioning: Promoting Critical Thinking with Purposeful Questions, University-wide Workshop	2008
Collaborative Learning: Helping Students Learn How to Learn, January Teaching Workshop	2008
Active Learning: Tips & Strategies to Promote Significant Learning, Universitas 21	2007
Active Learning 101, University of Virginia Library Workshop Series	2006 & 2007
Scaling the Active Learning Curve, January Teaching Workshop	2004
Playing With a Purpose: Utilizing Game-Based and Experiential Learning Techniques in the Classroom, University-wide Workshop	2003
<b>Graduate Student Professional Development</b>	
CV & Cover Letter Writing for Academic Audience, Graduate Student Professional Development Series	2010
Talking about Teaching at an Academic Interview with D. Little, Graduate Student Professional Development Series	2009
Administrative and Professional Careers in Higher Education, Graduate and Postdoctoral Professional Development Programs	2008
Writing Student Recommendation Letters with D. Little	2007 & 2009
<b>Reflective Teaching Statements &amp; Teaching Portfolios</b>	
Reflective Teaching Statement: Effectively Communicating Your Work as a Teacher with D. Little, Graduate Student Professional Development Series	2009-2011
Reflective Teaching Statement: Effectively Communicating Your Work as a Teacher with D. Bach, January Teaching Workshop	2007
Teaching Portfolio Overview, U.Va. Postdoc Seminar Series	2007 & 2010
Understanding Student Evaluations, January Teaching Workshop	2006

**Teaching Large Enrollment Courses**

*Engaging Students in Large Courses* (moderator), January Teaching Workshop

2011

*Sinking in a Sea of Students: Managing Large Classes*, January Teaching Workshop

2005