

# **Learning First!**

## **Learning Excellence Team**



### **Progress Report # 2**

**Date:** December 31, 2004

**Team Name:** Faculty Development Learning Excellence Team

### **Team Leader/Co-Leader:**

- ✓ Dr. Karen Stewart, Dean for Learning Resources
- ✓ Ellen Lindeen, CTLT Faculty Liaison & Assistant Professor of English

**Team Facilitator:** Amy Del Medico, Mathematics Instructor

**Team Coordinator:** Renee Tonioni, CTLT Coordinator, Coordinator

### **Team Membership:**

- ✓ Carla Ahmann, Early Childhood Education Instructor
- ✓ Dr. Maria Bakalis, Assistant Professor of Communications/Theater
- ✓ Dr. Genie Brackenridge, Associate Professor of Biology/Microbiology
- ✓ Maribeth Brown, Mathematics Instructor
- ✓ Adam Burke, Librarian
- ✓ Pam Chapman, Professor of Information Systems
- ✓ Billy Clem, English Instructor
- ✓ Pat de Boom, Nursing Instructor
- ✓ Amy Chaaban, Information Systems Instructor
- ✓ Carolyn Hudspeth, Learning Enhancement Center Coordinator
- ✓ Rich Kiefer, Political Science/History Instructor
- ✓ Heather LaCost, Psychology Instructor
- ✓ Todd Laufenberg, English Instructor
- ✓ Kim Livingston, Assistant Professor of English
- ✓ Stacey Randall, Outcomes Assessment Specialist
- ✓ John Reese, Human Services Instructor
- ✓ Martine Stuckey, Assistant Professor of Art/Painting/Drawing
- ✓ Kathy Westman, Sociology Instructor

**Goal:** The goal of the Faculty Development Learning Excellence Team is to, in relation to the principles and criteria for a learning-centered college:

- ✓ Identify how to enhance and/or improve faculty development.
- ✓ Recommend plans for enhancement and/or improvement to faculty development programs, processes and procedures.

### **Spring 2004 Meeting Dates:**

- ✓ September 10, 2004: noon to 1:30 pm
- ✓ September 23, 2004: Harper College Site Visit
- ✓ October 6, 2004: Parkland College Site Visit
- ✓ November 15, 2004: College of DuPage Site Visit
- ✓ December 3, 2004: noon to 1:30 pm

**Progress to Date:**

The Faculty Development LET conducted several site visits during the fall semester for the purpose of benchmarking. The colleges visited were Harper College, Parkland Community College and College of DuPage. The Team's goal for these site visits was to gather specific information on faculty development programs and processes. The selection criterion was that the site was an Illinois community college recognized as having a comprehensive faculty development program. A list of questions compiled by the Team was used as a framework for the site visits.

A Faculty Development Survey, created by the Faculty Development Learning Action Team and the CTLT, was administered to full-time and adjunct faculty during the Fall 2004 Orientation. The results are located on the CTLT website <http://ctl.t.waubonsee.edu/Survey%20Presentation.pdf>. This survey helped frame questions for site visits, shape Team recommendations and determine CTLT offerings.

The Team continued to have a focus on supporting faculty development and making it accessible to all full-time and adjunct faculty. Accordingly, the Team, supported by the CTLT, launched a Faculty Development website that is accessible through the CTLT website. Links have also been created to direct faculty to an online faculty development website, *4faculty*, and a website dedicated to serving the needs of the adjunct faculty, *Adjunct Genie*.

The Team also created a Faculty Development Learning Excellence Team website that is accessible through the Learning First! website and the CTLT website.

**Recommendations:**

The Team believes future agendas should focus on the following: (1) resources supporting faculty development (2) faculty development programs and (3) new faculty development programs.

*Resources Supporting Faculty Development*

As the number of full-time and adjunct faculty increase at the college, so does the stress on resources dedicated to supporting faculty development efforts. The Team recommends that our current fiscal and human resources supporting faculty development be reviewed in light of the college's projected growth.

*Faculty Development Program*

The community colleges visited approached faculty development from different perspectives. The Team recommends continuing to explore the creation of a comprehensive faculty development program focusing upon curriculum and incentives.

*New Faculty Development Program*

There were a number of different approaches to new faculty development programs found at the colleges visited. Each program had features with merit. Waubonsee's new faculty program should continue. The new faculty development program should continue with a quality improvement process incorporating faculty development curriculum as it is established and features from site visits that the Team deems of merit.

Some of the colleges visited had formal mentoring programs, but overall the view expressed was that the most effective mentoring programs are those that are voluntary in nature. Waubonsee does not have a formal mentoring program, but an informal system does exist at Waubonsee. This informal system should be fostered.

**Plans for Spring 2005 - Faculty Development Learning Excellence Team:**

Focus for Spring 2005:

- ✓ Continue to meet as entire Team.
- ✓ Continue benchmarking/research other established faculty development programs at other institutions.
- ✓ Support the search for a new Faculty Liaison for the CTLT.
- ✓ Review draft of "Conduct of Research at Waubensee Community College."
- ✓ Prioritize Team recommendations

Upcoming Meetings:

- ✓ February 4, 2005
- ✓ April 29, 2005