



Faculty Development Learning Excellence Team Site Visit of Harper College

September 23, 2004

Harper College Contact: Lynn Secrest, *Faculty Development Coordinator*

Site Visit Attendees: Amy Del Medico, *Mathematics Instructor*
Renee Tonioni, *CTLT Coordinator*

The goal of this site visit was to gather specific information on faculty development programs and processes of community colleges in the state of Illinois who are recognized as having comprehensive faculty development programs. Harper College was one of those community colleges that we chose to benchmark.

A list of questions compiled by the Faculty Development Learning Excellence Team was used as the framework to guide our visit. Below is a summary of Harper's Faculty Development Program.

Faculty Development Leadership

The Faculty Development Coordinator and Faculty Coordinator are members of faculty whose full responsibility is to support the Teaching and Learning Center. There are six additional staff positions whose primary focus is on supporting instructional technology. The Teaching and Learning Center oversees the Teaching and Learning Committee, which is predominately made up of faculty members. This committee consists of new faculty, grants, mentor and graduate course subcommittees.

Faculty Development Programs

Harper offers faculty seminars, new faculty courses, grants available to faculty, faculty Web site and online newsletter and DoIT, the development and production of onsite and online instructional resources. Seminars are offered at least twice a month and technology training is scheduled as one-on-one sessions by appointment.

Full-time Faculty: Seminars are developed to support the teaching and learning needs of Harper's faculty. Topics range from personal interest, teaching and learning strategies to technology. Every seminar carries CEU credit. A total of 30 CEUs are needed to gain one graduate credit hour. Those attending professional development conferences can receive PEUs recognized by Harper.

Adjunct Faculty: Adjunct faculty are encouraged to participate in all seminars sponsored by the Teaching and Learning Center, however departments do offer adjunct and/or discipline specific training throughout the year. Adjunct faculty teaching a minimum of 2.0 credit hours or 3.2 CEUs of continuing education are eligible to receive a \$20. stipend upon completion of each seminar. However in addition attending the session, the assigned course activity must be completed and submitted to the Faculty Development Coordinator before receiving the stipend.

Participation: Seminars are predominately facilitated by members of the faculty. The majority of seminars are attended by full-time faculty and core group of adjunct faculty.

Programs geared for New Faculty

Harper requires new full-time faculty to participate in a one-year New Faculty Course program, which meets in ten, three-hour blocks throughout the year. Faculty receives \$1000. for their participation, however the college is considering offering up to 3.0 hours of release time in lieu of financial compensation.

Mentoring

Both Harper's full-time and adjunct faculty are assigned mentors outside their department by their department chair. Although participation is required by the protégé, the mentor's participation is voluntary. Since the mentoring program is seen as an opportunity to create new relationships, lunch vouchers for Harper's cafeteria and dining room are provided to the mentor and protégé, as well as invitations to mentoring social events.

Other

- Harper employs 240 full-time faculty and 500 adjunct faculty.
- Harper has incorporated a paperless system, therefore the faculty development newsletter and seminar information can only be accessed online.

