



Faculty Development Learning Excellence Team Site Visit of Parkland College

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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. Parkland 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 Parkland's Faculty Development Program.

Faculty Development Leadership

The Center for Excellence in Teaching and Learning has been in operation since 1994, and is overseen by the center's Executive Director. The staff consists of a Professional Development Coordinator for Staff and Faculty, Director of Distance and Virtual Learning and Online Student Support Coordinator/Distance and Virtual Learning. The PCA Professional Development Committee for Faculty Concerns acts as the advisory board to the Center for Excellence.

Faculty Development Programs

Parkland offers sessions within the categories of respectful workplace, professional development for department chairs, continued networking for

second and third year faculty, courses for Faculty Academy credit, two-hour workshops and one-hour discussions. Stipends are given to facilitators of sessions of two hours or more.

Full-time Faculty: All participation is voluntary, however Faculty Academy credit can be gained through the participation of courses offered through the Center for Excellence. Sixteen class hours are equal to one Faculty Academy credit hour. Once a faculty member has accrued 15 Faculty Academy credit hours they will receive a \$500. bump up on the pay scale.

Adjunct Faculty: Adjunct faculty are encouraged to participate in all sessions sponsored by The Center for Excellence. Saturday sessions are offered to accommodate adjunct faculty schedules.

Participation: Seminars are predominately facilitated by members of the faculty; however staff and students do present specific topics within faculty development. The majority of seminars are attended by full-time faculty and core group of adjunct faculty. However participation has grown from 142 in 1995 to 2348 in 2003.

Programs geared for New Faculty

Parkland requires new full-time faculty to participate in a one-year New Full-time Faculty Orientation to Parkland College program. Faculty receives two Faculty Academy credits at the end of their first year and upon completion of a reflection essay. Second and third year faculty are encouraged to participate in continued network sessions offered through The Center for Excellence.

Mentoring

Parkland has a formal mentoring program in place where a mentor and protégé are assigned by the department chair. Although participation is not required it is strongly suggested. Each receives materials regarding the guidelines and expectations of the mentoring program. The mentor receives a \$50. stipend from both the Center for Excellence and their department per semester for their participation. Training to prepare mentors is offered each semester by the Center for Excellence.