

Notes from 11/17 teleconference Meeting with professional development work group committee.

Participants: Anita Janis, Ahn Fielding, Geisce by, Maggie Lynch, Jessica Daignault

Professional Development

Staff, leadership, professional development for faculty

ACTION:

- HR will accept the responsibility for coordinating professional development – as dictated in Standard III.
- HR will lead a committee to work through these. Through the committee, which will include faculty, these things will be developed.

Ahn Info:

Non-credit classes can be free to attendees, they generate FTEs at ½ the rate which provides for some funding. We have to stick to the 9 criteria for non-credit (i.e., work force training)

General Info/Questions:

- Need a system to track professional development
- Need specific curriculum that generates a certificate, is included in personnel file and used in hiring decisions.

Geisce's info from 10/26:

My initial thoughts are:

- Discuss how best to create a "home grown CR leadership program" for CR staff and faculty
- Perhaps name it the "Leadership Success Series" (or something less cheesy) for all those who wish to attend. This series could comprise three to four 90-minute presentations/workshops per semester, held during the noon hour.
- Invite senior leadership/managers/directors/faculty leaders to be a speaker
- Identify leadership topics that would be most helpful to those who wish to strengthen their leadership skills
 - Topics could include: Public speaking 101, Teambuilding, Organizational Change, Problem Solving, Conflict Resolution, Decision Making, etc.
- Provide some kind of incentive for participating
- Make every effort to get buy-in for this program and publicize it well in advance and often.

Geisce developed DVDs done by faculty – "This works for me."

Anita in red:

My initial thoughts are:

- Discuss how best to create a “home grown CR leadership program” for CR staff and faculty The structure could include several options: Presentations/workshops each semester as you suggested below (open to all CR personnel)
Individual participants pairing up to work on special projects and reporting results to appropriate others (grant opportunities might be a good topic as we’ve all seemed to struggle with this additional responsibility)
- Have a list of cutting edge issues community colleges face and research how other campuses address them, report to others
- Perhaps name it the “Leadership Success Series” (or something less cheesy) Growing Our Own—Leaders! (☺ in the communities we live in, that might be a poor choice of words now that I think about it!)-0 for all those who wish to attend. This series could comprise of three to four 90-minute presentations/workshops per semester, held during the noon hour. Or sent out over ITV or Tegrity or some other technology means—what about posting the presentations on the college’s web page so people can watch each at their leisure?
- Invite senior leadership/managers/directors/faculty leaders to be a speaker Could we partner admin/mgt people with faculty to work on projects of common interest? This would perhaps aid in breaking down some (perceived or real) barriers between the two groups.
- Identify leadership topics that would be most helpful to those who wish to strengthen their leadership skills
 - o Topics could include: Public speaking 101, Teambuilding, Organizational Change, Problem Solving, Conflict Resolution, Decision Making, etc.
- Provide some kind of incentive for participating Recognition could include framed certificate, a pin of some sort, Honorable Mention by Board, an opportunity for the best of the best any given year to present their efforts to the entire CR family at Convocation...
- Make every effort to get buy-in for this program and publicize it well in advance and often. Limit enrollment/participation to X people per semester or year—then it becomes a truly special opportunity.

Identify spokespersons from the first group to share commentaries about their experience and growth—put in publicity pieces.

Each month feature one of the participants (or dyad or group) participating in this activity in an article in the President’s newsletter

Submit a written monthly report to the Board to be included in their packet (so no additional oral report time would be needed)