

# RISE 2030 | Strategic Plan Task Planning

## 2.3 Redefine and Reinvigorate Faculty Development

**Priority:** Invest in Academic Innovation

**Goal:** Innovate and Enhance Instructional Methods

**Strategic Action:** *Redefine and reinvigorate Faculty Development, providing faculty with access to available, relevant data and research about what benefits students and employers, training to ensure that learning experiences draw on proven practices from across the region and the country, and the services to connect with prospective employer partners.*

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### STRATEGIC ACTION TASK PLAN

#### Phase 1: Conduct Research and Needs Assessment

1. Catalog Existing Faculty Development Resources
  - *Conduct an internal inventory of existing faculty development resources and training. This includes the following resources:*
    1. [FD Website](#) and [Sitemap](#)
    2. People/Staff
    3. Additional/Discipline-specific opportunities
    4. Library Resources
  - *Identify existing faculty/employer partnerships and how existing relationships are curated and managed.*
  - *Locate current course and teacher evaluation criteria and resources.*
2. Conduct Needs Assessment
  - *Acknowledge concerns around inclusion, involvement, and transparency with faculty in College processes and initiatives.*
  - *Conduct faculty, administrator, staff, and student focus groups, open dialogues, and surveys to understand existing gaps. Incorporate data from course/teacher evaluation and tenure reflection, where possible.*
  - *Identify training, resources, and support that faculty, administrators, and staff feel are missing, need improvement, or should potentially be phased out after assessment. Curate Market Research and Benchmarking Analysis.*
  - *Research trends in best teaching practices for teachers and students.*

- *Study regional employment trends and labor market skills most in demand for new graduates.*
  - *Perform peer benchmarking analysis to determine industry-standard faculty resource options.*
3. Organize Key Research and Needs Assessment Findings
- *Organize key findings for teaching and learning practices, labor market needs, and resource gaps based on market data and focus group feedback.*
  - *Create shared understanding of Waubonsee best practices in teaching and learning to focus faculty training and development offerings and opportunities.*

## **Phase 2: Identify and Prioritize Options**

4. Create Enhanced Faculty Training Opportunities
- *Design faculty training curricula that include topics like innovative teaching methods, technology integration, and student engagement strategies.*
    - 1. *Includes discipline-specific and best practice training.*
  - *Evaluate which trainings should be managed by internal WCC departments and which trainings should be managed by outside vendors.*
  - *Develop comprehensive training materials, including presentations and handouts.*
  - *Develop onboarding pipelines for part-time and full-time faculty.*
5. Identify Opportunities for College-Wide Partner Expansion
- *Leverage existing networks and partnerships to facilitate new connections (e.g., alumni, advisory boards).*
  - *Organize information into a partnership catalogue with a structure for how faculty can engage with prospective partners.*
6. Develop and Maintain Faculty Resource Hub
- *Collect and organize existing faculty resource materials and ensure all content is up to date and accurate.*
  - *Develop new resources, including guides, tutorials, institutional data, departmental data, etc., that address the information gaps identified by faculty.*
  - *Create an online landing page for materials.*

## **Phase 3: Implement and Cultivate Faculty Support and Development Model**

7. *Promote training offerings through email, newsletters, and faculty meetings.*

8. *Conduct training sessions according to the planned schedule.*
9. *Grow the Faculty Resource Hub in partnership with faculty, staff, and administration members, and integrate it into faculty development practices.*

#### **Phase 4: Evaluate and Improve**

10. Gather Feedback from Faculty and Employee Partners
  - *Collect feedback on training by collecting quantitative and qualitative feedback from participants.*
  - *Identify any gaps in training or support.*
11. Adjust and Optimize Training and Resources
  - *Address any challenges in inclusion, involvement, transparency, and/or partner satisfaction.*
  - *Refine training and faculty resources based on feedback.*

#### **TEAM AND INVESTMENT**

**Action Teams should include individuals who bring the following perspectives and expertise:**

- Develop training curriculum.
- Select faculty members who already interact with employer partners.
- Provide consultations on existing employer relationships and opportunities for new relationships.
- Catalogue and revise faculty resources.

#### **Investment**

- **Low to Medium investment** for WCC providing:
  - Training for faculty
  - Updated materials and resources
  - Vendor contracts for trainings