

The Higher Learning Commission Action Project Directory

Midstate College: Faculty Growth and Development

Project Details

Title	Faculty Growth and Development	Status	ACTIVE
Category	4-Valuing People	Updated	
Timeline		Reviewed	
Planned Project Kickoff	11-30-2012	Created	11-29-2012
Target Completion	11-29-2013	Last Modified	11-30-2012

1: Describe this Action Project's goal in 100 words or fewer:

A: This action project will develop a formalized process through the creation of a proposal that will support faculty rewards and recognition, identify faculty titles, define expectations of credentials within those titles, and promote continued faculty growth and development.

2: Describe briefly your institution's reasons for taking on this Action Project now -- why the project and its goals are high among your current priorities:

A: Review of the 2012 *Systems Appraisal Feedback Report* identified faculty growth and development as a priority.

3: List the organizational areas -- institutional departments, programs, divisions, or units -- most affected by or involved in this Action Project:

A: The following organizational areas will be most affected by this action project: Academics, Human Resources, and Executive Administrators.

4: Name and describe briefly the key organizational process(es) that you expect this Action Project to change or improve:

A:

- Faculty evaluation, rewards, and recognition
- Recruitment and retention of highly credentialed faculty
- Leadership development

5: Explain the rationale for the length of time planned for this Action Project (from kickoff to target completion):

A: Phase I: December 2012 – May 2013: Establish an Academic Senate; initiate, review, and complete research; survey identified stakeholders; identify best practices for adaptation to Midstate's proposal; draft, review, and finalize proposal; submit proposal to administration for review, edit, and approval; edit/modify proposal as warranted.

Phase II: June 2013 – November 2013: Seek and document current credentialing information from all faculty (full-time and adjunct); compare qualifications with proposal definitions and requirements (assign rank); submit to administration for review and approval; initiate pilot project (August through September—full-time faculty only); assess pilot project; edit, modify, and finalize final proposal; initiate and roll out project.

6: Describe how you plan to monitor how successfully your efforts on this Action Project are progressing:

A: This Action Project will be overseen by top executives and academic administrators. Regular reports and minutes will be reviewed by administrators to track progress. The Action Project milestones and outcomes will be the main indicators used to measure success. Project success and process changes will be highlighted through institutional in-services, faculty meetings, employee newsletters, etc.

7: Describe the overall "outcome" measures or indicators that will tell you whether this Action Project has been a success or failure in achieving its goals:

A: We will view this action project as a success when the following have been implemented: Developed and initiated a standardized faculty ranking process; defined rank titles and associated responsibilities and expectations for each title; established parameters for a rewards and recognition process that supports faculty growth and development; convened a proactive, responsive Academic Senate; published the process in the faculty handbook.