

## Strategic Plan Draft

January 2012-May 2014

Faculty Development Group of the WNYCC

**Vision statement:** The WNYCC FDG seeks to promote an environment in the area of faculty development that is mutually beneficial to the faculty, faculty development staff, administration, and students of its 21 member institutions as well as to the workforce organizations with which member institutions and the WNYCC forge regional partnerships.

**Mission statement:** The WNYCC FDG will provide ongoing opportunities for institutional representatives to *nurture each other and collaborate among campuses to advance and promote the expertise of our faculties in an inclusive way that ultimately promotes student learning.*

### Analysis:

- Strengths – Breadth and depth of expertise among faculty and faculty development staff across the consortium; clear geographical focus; strong parent organization support
- Weaknesses – Uneven faculty development vision, support structures, and opportunities from institution to institution; lack of consistent communication mechanisms and expectations; lack of clear priorities and mechanisms for resource development and allocation; too often, a lack of consistent group membership
- Opportunities – Synergies of needs and expertise across multiple institutions/organizations; public-private institutional partnerships; open state of economic development in WNY
- Threats – Faculty development among budget priorities in a challenging economic environment; temptation to find collaboration too difficult, or not beneficial enough for cost; some faculty perception of faculty development as an unwelcome addition to obligations, as well as resistance to new initiatives

### Primary goals and initial actions:

- Goal: Update governance structure and membership
  - Action: Elect a new Secretary/Treasurer (March 2012-May 2013) to serve on the officers team with the Chair (Mark Hijleh, January 2012-May 2013) and Vice Chair (Santo Rizzo, January 2012-May 2013; moving to Chair June 2013-May 2014).
    - Update: Charles Ernst elected Secretary/Treasurer March 2012-May 2013.
  - Action: Expand the Executive Committee to include two FDG members elected at large, with staggered two-year terms, serving alongside the officers team. The Executive Committee will represent the FDG when the full group is not available.
    - Update: Jayne Swanson and Karen Taylor elected March 2012; terms to be determined in order to initiate ongoing staggered elections.
- Goal: Implement mechanisms and expectations for consistent online communication/sharing

- Action: Establish appropriate online portals and regular expectations for member communications
  - USE WNYCC site for posting of group events and materials
  - Establish a group listserv with appropriate guidelines, including expectation that
    - the Executive Committee will provide regular dialogue prompts
    - group members will use the listserv to solicit expertise from among the group
    - group members will promote faculty development events (at their institutions and others) on the listserv
    - group members will seek opportunities to collaborate with one another on faculty development research, conference participation, and other initiatives

NB: Vice Chair Rizzo will explore creating and maintaining the listserv through Erie Community College. Prior to full implementation, the Executive Committee will draft a set of guidelines.

- Goal/Action: Finalize and adopt FDG strategic plan (March-April 2012)
- Goal: Create a sustainable and attractive FDG meeting and event schedule
  - NB: In accordance with the expectations of the CAOs (published previously), the FDG will:
    - meet 2-3 times per calendar year
      - Meetings will include both discussion of FDG business and a faculty development enrichment component
    - establish plans to develop and present, or co-sponsor and participate significantly in presenting, one regional faculty development event every 12-18 months, with the next event to occur in spring 2013
  - Action: Establish meeting dates for late March and early October each year, and up to one additional web-based meeting per year as needed or desired
    - Action: Explore:
      - teleconference setup at meetings to allow members to participate when they are not able to attend in person
      - audio recording and posting of meetings
  - Action: Plan for a Spring 2013 event focused on the interrelationships between
    - teaching, learning and research in general education, discipline-specific studies, and technical training;

- acquisition of critical thinking, analysis, communication and social skills; and
- articulated employment competency expectations
- Use the intersections between the following two reports as the framework for formulating event questions and actions:
  - “Raising the Bar: Employers’ Views on College Learning in the Wake of the Economic Downturn” (AACU, 2009)
  - “Connecting Higher Education and the Region’s Growing Industries” (WNYCC, July 2011)
- Goal: Clarify priorities and mechanisms for FDG resource development and allocation
  - Action: Remain in dialogue with the WNYCC CAOs and Executive Director with regard to the financial needs of the FDG

NB: the FDG is expected to have significant participation in overall WNYCC grant funding