

The Higher Learning Commission Action Project Directory

Morgan Community College

Project Details			
Title	Improving Part-time Faculty Training and Support	Status	REVIEWED
Category	4-Valuing People	Updated	09-20-2012
Timeline		Reviewed	09-22-2012
	Planned Project Kickoff 09-01-2011	Created	09-09-2011
	Target Completion 06-01-2012	Version	1

1: Project Goal

A: To determine part-time faculty support needs.

2: Reasons For Project

A: There is a need to know what support services part-time faculty needs to ensure quality instruction for our students.

3: Organizational Areas Affected

A: Division Chairs, Lead Faculty, Center Directors, and VP of Instruction

4: Key Organizational Process(es)

A: Instructional Processes, Faculty Support Processes

5: Project Time Frame Rationale

A: The project is expected to take nine months.

- Design survey of part-time faculty support needs (by December 1, 2011)
- Administer survey and analyze results (February 15, 2012)
- Determine follow-ups as results of survey would dictate (May 1, 2012)

6: Project Success Monitoring

A: By following the above timeline.

7: Project Outcome Measures

- A:
- Survey designed by deadline.
 - Survey administered by deadline.
 - Follow-ups determined by deadline.

The results we would expect to see down the road would be better trained and equipped adjunct instructors delivering quality instruction to MCC students.

Project Update

1: Project Accomplishments and Status

A: Progress has been slow on this project but we want to continue to accomplish the original goals. We have compiled a draft of the Adjunct Survey and have adjusted our timeline to send it out this Fall Semester 2012.

2: Institution Involvement

A: The Instructional Council has discussed the survey and solicited input from their divisions and departments. Input from faculty and staff will be important in designing and deploying the survey.

3: Next Steps

A: We have revised the time line and will continue the project. Target dates are as follows:

- Design survey of part-time faculty support needs (by October 15, 2012)
- Administer survey and analyze results (November 2012)
- Determine follow-ups as results of survey would dictate (January 2013)

4: Resulting Effective Practices

A: The group has been active in looking at part-time faculty support models from other institutions. Many of those models include best practices that we may be able to adopt.

5: Project Challenges

A: We are not requesting assistance at this time.

Update Review

1: Project Accomplishments and Status

A: The completion of an Adjunct Survey draft illustrates Morgan Community College is making reasonable progress towards the development of a culture of continuous quality improvement (Categories (1) Helping Students Learn and (4) Valuing People). To include an assortment of college stakeholders' input throughout the initiation of this project ensures a community-wide decision guided by shared values is being made. A sharing of values may serve to equip the college with sustaining the initiation of the action project over time as the college further develops its pool of adjuncts (Category (8) Planning Continuous Improvement). The college's determining of part-time faculty support, to develop quality instruction endeavors, is a step in the right direction.

2: Institution Involvement

A: Instructional Council input throughout the design and deployment of the Adjunct Survey draft will assist with the college's structuring and refining of a model of measurement in support of consistency in measurement efforts (Category (7) Measuring Effectiveness). To keep this goal in mind while further honing the draft will assist the college in potentially adapting this survey to fit other categorical efforts. Stakeholder familiarity and subsequently success with meeting support needs as a result of fit will plausibly lead to increases in peer value and an increased college value as an encompassed community (Category (9) Building Collaborative Relationships (6) Supporting Institutional Operations). Great insight.

3: Next Steps

A: Identifying targeted next steps could potentially allow the college's expectations of aligning faculty support with broader institutional goals to be met at increased levels of efficiency and success (Category (3) Understanding Students' and Other Stakeholders' Needs). A time frame of three months for design, deployment and review is to be commended.

4: Resulting Effective Practices

A: The college's goal of a pool of adjunct faculty with an increased depth of understanding of the institutional ideals of instructional delivery is optimal (Categories (1) Helping Students Learn and (4) Valuing People). A review of part-time faculty support models from differing view points will assist the college with further increasing its expansion upon that value (Category (8) Planning Continuous Improvement). Keep up the good work.

5: Project Challenges

A: The very simple and direct format of the Morgan Community College's Action Plan illustrates the institution's on-going efforts to reach a wide ranging view of faculty input to determine the needs of part time faculty (Categories (4) Valuing People and (8) Planning Continuous Improvement). Determining the needs of part time faculty will afford Morgan Community College the opportunity to identify support services through a facilitated two way type of communication (Categories (3) Understanding Students' and Other Stakeholders' Needs and (5) Leading and Communicating). A two way type of communication such as this will ensure the college's vision of campus-wide quality instruction is shared. An additional plus of this plan is the inclusion of part-time faculty, which will allow for full-time and part-time faculty identification to be fostered (Category (6) Supporting Institutional Operations). The fostering of relationships between full time and part-time faculty will ensure an easier transition, should part-time employment status shift to full time opportunities (Category (2) Accomplishing Other Objectives). Excellent job.