



Responding to the Changing Needs of Faculty and Staff in Support of Student Success



Center for Teaching and Learning



Sylvia Jenkins, Ph.D.

Dean, Academic Development and Learning Resources

Misha Turner, Ph.D.

Assistant Dean, Center for Teaching and Learning

Today's Facilitators

- Sylvia Jenkins, Ph.D.
Dean, Academic Development and Learning Resources
- Misha Turner, Ph.D.
Assistant Dean, Center for Teaching and Learning

Our College at a Glance

Moraine Valley Community College

- Founded: 1967
- Location: Palos Hills, IL – 25 miles southwest of downtown Chicago
- District: 139 square miles, 26 suburban communities - population 400,000
- Positive impact on local economy
- One of 12 Vanguard Learning Colleges



Moraine Valley Demographics

- Average age: 26, ranging 15-80
- Average class size: 23
- Full-time: 44%
- Part-time: 56%
- Male: 46 % Female: 54%
- Minority population: 28%
- More than 1,700 degrees & certificates awarded each year; 44,932 awarded since the college was founded

Moraine Valley Enrollment

- 2nd largest of 48 Illinois community colleges
- Total annual enrollment: 46,747
- Ranked among nation's fastest growing community colleges
- Top 8% in degrees awarded



Moraine Valley Faculty and Staff

Full-time Faculty: 201

Adjunct Faculty: 1112

Support Staff: 248

Administrative Clerical: 37

Administrative Professional: 196

The Center for Teaching and Learning (CTL): Historical Perspective

- Mission: To provide support to faculty and staff through a variety of professional development activities so that innovative learning-centered instruction and services can be offered to our students and community.
- Made possible through a Title III Grant - established in 2001

Point to Consider...

The most important people on any campus are the learners. Everyone else is there to facilitate and support student learning. Faculty members, librarians, counselors, administrators, trustees, custodians, and secretaries are all important in achieving this mission.

- Dr. George Boggs, President and CEO, American Association of Community Colleges

CTL Mission & Values

Mission:

Through collaborative efforts, the Center for Teaching and Learning is committed to supporting faculty and staff and providing professional development opportunities to all Moraine Valley employees so that innovative learning-centered instruction and services can be provided to our students and community.

Core Values:

- Innovation
- Inclusion
- Availability
- Support
- Collegiality
- Collaboration
- Lifelong Learning

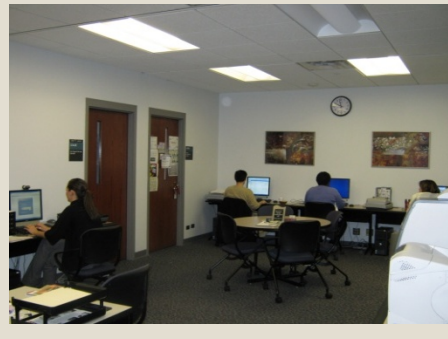
The CTL Staff

The CTL Staff is comprised of both faculty and staff members who work collaboratively together and with other areas across the college

- Dean, Academic Development and Learning Resources
- Assistant Dean, Center for Teaching and Learning
- Director, Non-Traditional Learning
- Instructional Designer
- Instructional Technologist
- User Support Services Specialist/Technology Assistant
- Director, Faculty Development

CTL Facilities

- **Walk-In faculty & staff lab** with specialized equipment and software plus staff assistance
- **SMARTboard equipped classroom** for faculty and staff workshops
- **Conference rooms** with computer projection and conference phones
- **Modern laptops** for checkout with specialized software packages
- **Resource collection** includes books, CDs/DVDs, articles and newsletters



CTL Collaborations

CTL Collaborations are:

- Intentional
- Deliberate
- Genuine
- Interdisciplinary and cross-functional
- A cooperative endeavor involving the common goal of supporting student success

Questions to Consider

1. What are some ways that ***collaboration, team building, goal setting, leadership development and system improvement*** have been used to create enhanced performance within your organization?
2. In what ways could these areas be strengthened to produce better results?

Professional Development Program for Faculty and Staff

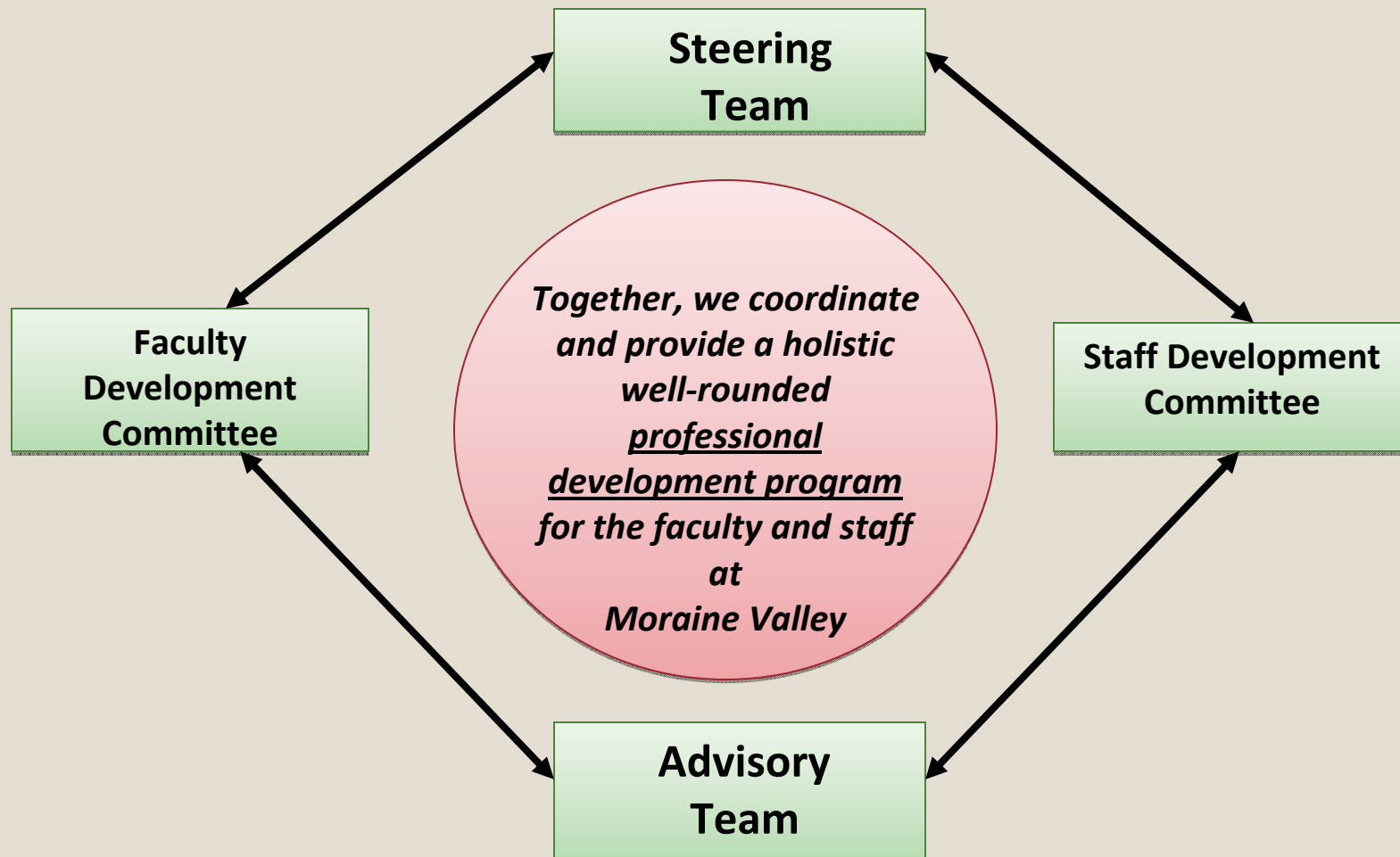
Goal:

To develop and deliver a wide range of professional, personal and technology training opportunities to both faculty and staff in support of the college's mission to educate the whole person in a learning-centered environment



Professional Development Collaborations

Collaborative Partnerships for Providing Professional Development Activities



Professional and Personal Development Opportunities

Topics

- Technology
- Instructional Strategies and Techniques
- Student Characteristics
- Leadership Development
- Diversity
- College Policies & Procedures
- Online Course Development
- CCSSE Benchmarks
- Sustainability
- ...and More!

Formats

- Traditional/Face-to-Face
- Online
- Learning Dialogues
- Brown bag Lunches
- Online Tutorials
- Multi-session courses
- One-to-One Consultations/Assistance
- Graduate Courses
- In-service Days
- Training on Demand
- E-learning Workshops

Process Improvements

- Developed collaborative partnerships with campus community
- Communication about professional development opportunities are sent from once source
- Revised the Professional Development Needs Assessment Survey
- Provided a “Training Manager” online self-registration system and added enhancements
- Placed a stronger focus on the *CCSSE Benchmarks for Effective Practice*



Filter Options

Apply Reset

Category

-display all-

Day of the Week / Time

- Mon Sat
- Tue Sun
- Wed
- Thu
- Fri

Starts at or after:

12 : 00 AM

Course Info

Code Contains:

Title Contains:

Schedule

[Remove checked courses](#)

Course	Start Date/Time	# Meeting:
<input type="checkbox"/> FAC-O-102-FA09-01 BLOGS AND WIKIS FOR BEGINNERS Location: D 136 Status: enrolled	10/20/2009 (Tu) 10:45 AM - 11:45 AM	1
<input type="checkbox"/> FAC-O-117-FA09-01 MICROSOFT PUBLISHER Location: T 926 Status: enrolled	10/20/2009 (Tu) 01:15 PM - 02:15 PM	1
<input type="checkbox"/> FAC-O-124-FA09-01 CHALLENGES AND OPPORTUNITIES OF EDUCATING THE MILLENNIAL GENERATION Location: D 125 Status: enrolled	10/20/2009 (Tu) 02:30 PM - 03:30 PM	1
<input type="checkbox"/> EMP-PRO-107-FA09-01 REVIEWING CCSSE RESULTS – USING SURVEY RESULTS TO IMPROVE STUDENT ENGAGEMENT Location: D 116 Status: enrolled	11/12/2009 (Th) 11:00 AM - 12:30 PM	1

[Remove checked courses](#)

*Wait list offers shown in: Maroon

Current Offerings

[Enroll in checked courses](#)

Course	Start Date/Time	# Meeting:
<input type="checkbox"/> FAC-T-103-FA09-01 HOW TO SEE THINGS IN 3D Open Seats: 17	10/19/2009 (Mo) 02:00 PM - 03:00 PM	1



Action Menu

Save

Finished?

Submit for Adoption

[Proposal Selection](#) > Proposal Detail

Current Task...Creating a new proposal

General Information

Target

Category:

Course Title:

Description:

Requirements:

Please indicate which CCSSE Benchmark(s) this workshop relates to in the comments box below:

1. Active and collaborative learning
2. Student effort
3. Academic challenge
4. Student-faculty interaction
5. Support for learners
6. Unsure

For more information about each benchmark, follow the link to <http://www.ccsse.org/survey/survey.cfm>

What Results Did We See?

- The CTL provided a total of 260 workshops spring and fall of 2009
- There were 1,548 workshop participants in attendance
- Close to 90% of Fall 2009 Needs Assessment survey respondents reported having an overall “excellent” or “good” experience taking CTL workshops

What Results Did We See – Cont'd

Needs Assessment Survey Responses: Faculty and Staff Voices

- *I've been pleased with the variety and quality of classes.*
- *Thank you so much for all that you do. Your department is well organized and in constant contact with the needs of the college community. I look forward to enjoying many more CTL services!*
- *I appreciate the support the CTL provides. My schedule is tight and I find I cannot make use of the many resources you provide as often as I would like.*
- *Everyone in the Center for Teaching and Learning department does an excellent job ensuring that the faculty and staff have the tools and programming they need to not only be successful but to help our students be successful. Thank you for your constant dedication to professional development!*
- *[Would like for the CTL to offer]: CPR, AED, First Aid, Blood Born Pathogens, Workplace Safety*
- *I think this is a great resource!*
- *Thanks for asking our opinions!*
- *We love you CTL!*

Professional Development Program Assessment

Assessment Activity:

- *Using the college's Drive Model to assess the CTL Professional Development Program in order to determine areas where improvements are needed*

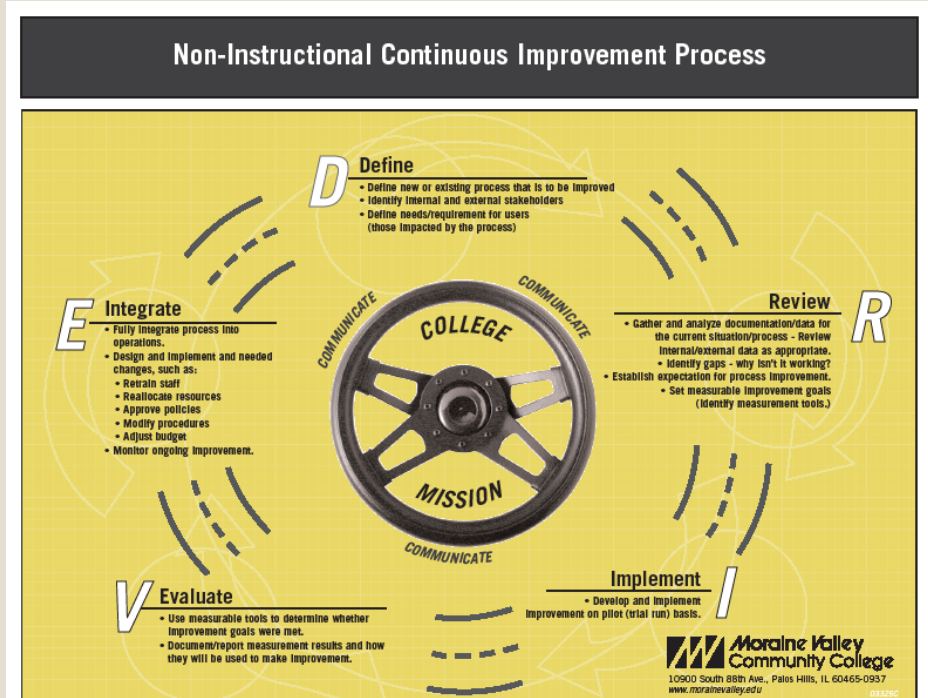
D - define

R - review

I - implement

V - evaluate

E - integrate



Professional Development Assessment – Cont'd

Phase I: Attendance Trends

- Number of workshops offered
- Number of workshops cancelled
- Participation rates (i.e., by job class)
- Workshop topics yielding the highest attendance
- Days of the week yielding the highest attendance

Point to Consider...

Professional Development's influence on students is accomplished through its direct effect on faculty and staff knowledge and practice

Professional Development Assessment (Cont'd)

Phase II: Learning Assessment/Outcomes

- Impact/change: How have faculty and staff used what they have learned in and outside of the classroom?
- The effect that the program has on student learning
- Changes in the culture of the institution

*Long-term goal: Calculate the ROI of the program

Moraine Valley Learning Academy (MVLA)

- Mission: In the spirit of teaching and learning, the Moraine Valley Learning Academy (MVLA) strives for an exchange of ideas that reflects applied knowledge, methods and technology within an interactive and collegial setting.
- **Collaborative Partnership:** MVLA Committee- comprised of Faculty and Administrators
- Multi-session course about current and important aspects of teaching
- 9 contact hours (typically 1.5 hours per week for 6 weeks)
- Practical outcomes
- Taught by MVCC faculty and other experts
- Innovative teaching is modeled



The MVLA - Cont'd

- Some of the topics offered include:
 - Critical Thinking
 - Active Learning
 - Integrating Technology
 - Motivation Students
 - Teaching to Multiple Learning styles
 - Incorporating Multimedia and Multidisciplinary texts
 - Practical Strategies for Working with Students from Diverse Linguistic Backgrounds

What Results Did We See?

Major Accomplishments:

- Received the National Council of Instructional Administrators Exemplary Initiatives: Organizational Change Award in 2007
- Received an MVCC Innovation of the Year Award in 2007

In-Service Days/ Staff Development Days



Activities:

- Two Staff Development Days per year
- Focused on topics and various themes that support the college's strategic priorities

Collaborative Partnership: The Faculty Development Committee consists of faculty and administrators who assist with planning and coordinating Staff Development Days

What Results Did We See?

Learning College Day

- An in-service day in a conference-style format is provided
- Proposals that are invited from the campus community result in a variety of topics being offered to promote learning throughout the college
- Faculty, staff and administrators attend
- Online registration has made signing up more convenient for participants
- Feedback results from learning college day surveys are used to improve the next year's program

Leadership Development Initiative

- Leadership Institute (for all employees)
 - Workshops
 - Resources
 - Leadership Academy (Proposed)
- Assistant Dean Brown Bag Lunch Meeting Series

What Results Did We See?

- Leadership Development Workshops
 - Over 600 survey respondents expressed high interest in topics in this area
- How To Be A Successful Administrator Series
 - Over 200 Administrators have attended
- Assistant Dean luncheon meetings have been well attended

New Faculty and Staff Orientation

Objective: To facilitate the successful on-boarding and orientation of new employees who join the college

Collaborative Partnerships:

- CTL and Human Resources Office collaborate to determine New Staff Orientation (NSO) new hire attendees, provide relevant HR information and to provide support for the diversity training that is offered to all new employees
- CTL works closely with New Faculty Coordinators to plan, coordinate and provide New Faculty Orientation (NFO) Week and to develop the NFO meeting schedule

What Results Did We See?

Major Accomplishments:

- Received the National Council of Instructional Administrators Exemplary Initiatives: Honorable Mention Award in 2009

Process Improvements

- New Staff Orientation Day has been expanded to include both part-time and non-benefit eligible staff
- Results from new faculty and staff feedback assessments have been used to determine professional development workshop topics to offer based on need

New Faculty and Staff Mentoring

Purpose:

- Designed to transition new faculty and staff into the organization by providing them with formal and information learning and networking opportunities. Participants in the programs are provided with assistance with gaining access to information necessary to effectively perform the functions of their job at the college.

Collaborative Partnership:

- CTL partners with the Human Resources Office and New Faculty Coordinators to pair appropriate mentors with new staff

What Results Did We See?

Mentee Survey Responses : Faculty and Staff Voices

- *Developing a level of trust with someone on campus who was able to steer me in the right direction for available resources in addition to keeping me informed about campus events and helping me to successfully navigate campus environment. – Staff Member*
- *I felt connected to the environment as a result of the program. – Staff Member*
- *Overall, the program was very helpful. I would recommend it to any new employee. – Staff Member*
- *The program is excellent for giving new staff members insights into the college that could not be gained in other orientation programs. – Staff Member*
- *It worked because we both understood what it meant to be a mentor or mentee. – Faculty Member*
- *Most beneficial is the information obtained for assimilating into the Moraine Valley Culture.- Faculty Member*
- *The New Faculty Mentoring Program has enabled me to establish a good working relationship with my colleagues. The most beneficial aspect of this experience was having meetings to learn what resources there are on campus. – Faculty Member*
- *Thank you for matching me up with my friend for life! – Faculty Member*

Non-Traditional Learning (NTL)



Activities:

- Supports technology integrated teaching and learning and all instructional modes (Internet courses, hybrid models, non-traditional and traditional face-to-face formats, including fast track and weekend courses)
- Online Teaching and Learning Workshops for Administrators
- Curriculum Revision Activities for Nursing faculty

Collaborative Partnerships:

- Work closely with IT to co-administer Blackboard and other learning technologies

Process Improvements

- Expanded and enhanced Blackboard and Course Development Workshops
- Integrated assessment into Internet Teaching Strategies workshops
- Formed an Instructional Technology Advisory Team
- Created a cross-functional trained NTL Team
- Faculty Learning Group –“veteran” online faculty members share best practices, new technologies and various topics of interest

What Results Did We See?

- Internet Course Showcase – faculty members present their newly developed courses with faculty and administrators present
- Increased faculty enrollments in Blackboard Learning Series
- Veteran online faculty report increased opportunity for dialogue and sharing ideas

Questions to Consider

1. What are some ways that ***collaboration, team building, goal setting, leadership development and system improvement*** have been used to create enhanced performance within your organization?
2. In what ways could these areas be strengthened to produce better results?

Questions? Comments?

Thank you!

Today's presentation has been posted on the Center for Teaching and Learning (CTL) website at: www.morainevalley.edu/ctl (listed under "*Presentations*" on the menu bar)