

DIVISION: President's Office	FISCAL YEAR: 2009 Accomplishments
<p>Department 1: Office of Faculty & Staff Development & the Teaching & Learning Center</p> <p>Department 2:</p> <p>Department 3:</p> <p>Note: there may be no "Department 1 or 2"</p>	<p>NECC Strategic Direction: 1, 2, 3, 4, 5</p> <p>Achieving the Dream Goal:</p> <p>NECC Key Performance Indicator (KPI): 5</p>

<u>Strategic Initiative</u>	<u>Indicator (the specific)</u>	<u>Baseline</u>	<u>Outcome Measure/Target</u>	<u>Results</u>
<p>NEASC 2010 Self-Study: Judith Kamber will co-chair with Jim Murphy. During the academic year, they will create charters, develop self-study teams, create communication tools, draft standards and prepare for site team report.</p>	<p>NEASC</p>	<p>New Initiative</p>	<p>January 2009 two-day retreat Establish Core Committee & Steering Committee Establish Chairs for each NEASC Standard Recruitment of faculty and staff to participate Research Standards and begin collecting data</p>	<p>Faculty and staff were recruited to participate in the self-study. Jim Murphy and Judith Kamber created a wish list for co-chairs for the standards and recruited faculty and staff to participate.</p> <p>A group of Chairs and Core Committee members attended the NEASC training in Southbridge, MA, in the fall of 2008.</p> <p>A two-day NEASC retreat was designed to inform the college community about the self study, provide information to the chairs and to recruit team members.</p> <p>Jim and Judith met regularly with chairs to guide their work. Lane Glenn met with Judith and Jim to support their work. Jim, Judith and Maggie Lucey met with Jeff Bickford to design a NEASC blog.</p> <p>Co-chair meetings were held regularly to provide updates, guidance, resources and blog information. Chairs began working on their standards and developing surveys and collecting data for their standards.</p>

Strategic Initiative:

The Office of Faculty and Staff Development and the Teaching & Learning Center will implement several initiatives and continue established efforts to engage students as active learners, support leadership at every level and embrace diversity.

	Faculty Fellow	Faculty Fellow, Barbara Stachniewicz, was selected in Spring 2008	Provide consultation, coaching, classroom visits and workshops for full- and part-time faculty through the Teaching & Learning Center. Topics will include collaborative learning and working across disciplines	OFSD and the faculty fellow coordinated and hosted the following events: Collegial Conversations: 10/1/08: 9 participants 10/29/08: 10 participants 2/25/09: 4 participants 3/25/09: 8 participants 4/22/09: 7 participants Across the Curriculum Workshops: 2/19/09: 8 participants 3/12/09: 5 participants Writing Across the Curriculum Workshops: 2/24/09: 8 participants 3/11/09: 5 participants 4/16/09: 9 participants Collaborative Learning Workshops: 3/4/09: 4 participants 4/8/09: 14 participants NECC's Professional Day Conference was hosted on 3/26/09 and 10 workshops (including a keynote) were offered to faculty and staff. Total participants: 175
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	StrengthsQuest (SQ)	New Initiative	An SQ Team of facilitators will introduce SQ to faculty, staff and students	<p>Work with Students:</p> <p>Initiatives were begun to use SQ with students by Barbara Stachniewicz, Terry Cargan (through her Scholarship of Teaching & Learning project), and Dina Brown (Student Leadership).</p> <p>Dina Brown used SQ as part of the Student Senate, Student Leadership Development Program, and in both Student Engagement Center and Student Life Staff meetings. For Student Senate, she led a workshop for a team building activity and as a leadership training to help develop the work groups and understanding strengths. For the Student Leadership Development Program, she presented two 2-hour workshops for participants to learn about strengths and develop them both inside and outside the classroom. While their department has worked closely together for several years, providing the SQ workshop at both the unit and departmental level provided a new insight in working with and understanding how we could work better together to reach our goals.</p> <p>Judith Kamber, Barbara Stachniewicz, Trish Schade and Charles Diggs attended the Tompkins Cortland Community College (TC3) conference on “Developing a Strengths Based Campus”</p> <p>SQ work with College Departments:</p> <p>Judith worked with campus teams and provided SQ sessions for the following areas:</p> <p>Human Resources, Business & Finance, Enrollment Mgmt./Student Services, Lab Science Team, Board of Trustees, AALT/Deans</p>
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	Appreciative Inquiry (AI)	An AI Team was formed in FY2008	Introduce AI practices to existing, departments, projects and the College community	<p>Appreciative Inquiry was adopted as a way to frame many activities at the college.</p> <p>Examples include: The Academic Master Plan, NEASC self-study, workshop for the Alumni Board (Kathy Ronaldson), AI Presentations open to the college community, Bursar's Office (Mary Chatigny), Business and Finance (Judith and Mary), Human Resources (Judith), Methuen Public School System (Ellen Grondine).</p>
	NECC Leadership Academy	First NECC Leadership Academy will engage in year-long sessions	NECC Leadership Academy will complete its first year and evaluate results; A call for new applicants will be promoted for FY2010	<p>The Academy began in the fall 2008 with 5 participants. All participants participated in a 3-day retreat followed by a series of ongoing workshops, discussions, presentations, common readings and each participant completed a college project.</p> <p>Also, during this year, the syllabus was refined and a call for applications was sent to the college community. We had nine participants (one has since left the college) and we met in the spring 2009 for an orientation.</p>
	National Coalition Building Institute (NCBI)	Continue to offer NCBI workshops and training opportunities to students, faculty and staff. Continue to support efforts of the MA NCBI Consortium	Faculty, staff and students will be offered opportunities to attend NCBI workshops. Facilitator training opportunities will be available.	<p>Classroom sessions: 588 student participants Faculty and staff sessions: 16 participants Training at other colleges: 138 participants Total participants: 742</p> <p>NECC hosted the Strategic Horizons meeting from 5/19-20/09 and conducted a one-day NCBI workshop. Total participants: 41</p> <p>NECC and North Shore Community College continued to support the development of a Statewide NCBI Consortium which now includes five colleges. The consortium sponsored a three-day Train-the-Trainer at Middlesex Community College from 6/3-6/5/09. Total participants: 40 Total participants from NECC: 8</p>

	Diversity Committee	Workshops offered to the college community and assistance in matters of recruitment and retention of minority faculty	Members of the Diversity Committee and NCBI will provide assistance to hiring and search committee, and training in Cognitive Errors	As far as we are know, it has been the case that all search committees included a member of the Diversity Committee or NCBI Team and all search committee participants are trained in Cognitive Errors. This work has been done in collaboration with the College's affirmative action officer.
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Strategic Directions: (1) Engage Students as Active Learners; (2) Be the First and Best Resource for the Community; (3) Support Leadership at Every Level; (4) Embrace Diversity; and (5) Strive for Educational Excellence.

Achieving the Dream Goals: (1) successfully complete developmental courses; (2) enroll in and successfully complete gatekeeper courses; (3) complete the credit hours they enroll in; (4) re-enroll from one semester to the next; and (5) earn certificates and degrees.

KPI's: 1 – Transition and Developmental Course Completion Rate, 2 – Gatekeeper Course Completion Rate, 3 – Student Retention, 4 – Degrees and Certificates Conferred and 5 - Diversity of Faculty & Staff