AREA: CENTER FOR PROFESSIONAL DEVELOPMENT	WHO IS ACCESSING IT: EX: MCCC, AFSCME, Non-Unit Professionals (NUPS)	How Often is it Run:	Delivery mode:	Who else could it reach:	How Much $$$: Goldilocks theory- too little, too much, just right….	Other NOTES:
NECC Leadership Academy (development) ??	AFSCME. MCCC professional staff and faculty, NUP	Annually	Face to face	Total population at NECC	Just right	
Teaching In Community, Community)	MCCC -Faculty	Annually	Face to face	Teaching focused- hard to open to other NECC populations	Just right	Baseline for coaching idea
Collegial Conversations (development)???	MCCC- Faculty	Monthly	Face to face	We could offer similar programs at the college with area specific conversation starting articles	More If we expand	Very relevant to the "coaching idea" group talked about at end of meeting
New Faculty Orientation Program	MCCC-Faculty	Annually	Face to face and online	Merge with other at college or look for overlaps? This orientation is excellent for faculty but we may want them to also get some of the LOVE workshops.	More if we change structure-combined resources	

Assistance/ leads new academic initiatives: example college success seminar, NEASC accreditation	MCCC-Professional staff and faculty	As needed	Multiple modes	Non-unit Professionals members of college		
Faculty Fellow (development and training)	MCCC-Faculty	Annually	Multiple modes			
Faculty and Staff Development FUNDS (development, training, and enrichment)	MCCC-Professional staff and faculty, AFSCME and NUPS	Quarterly	Off campus		Presently seems just right for the applications being sent in but would like increase with time	Make sure everyone at the college realizes this is for them?
Support Staff Development programs (development and training)	AFSCME	Annually? Per semester	Face to face and online			
Professional Day (development and enrichment	MCCC-Professional staff and faculty	Annually	Face to face	All of NECC community		Open to others? Yes
Strengths work (development)	AFSCME, MCCC,-Professional staff, and NUPS	As requested	Face to face (some online)	All at NECC	If expand might need more codes	Helped shape the culture on campus
Invited Speakers (enrichment, development)	MCCC-Professional staff and faculty, AFSCME, NUPS	As available	Face to face	All at college including students and public	More if increase numbers	Not all realize they are invited
By request by design work explain more	MCCC - Faculty	As needed		All at College	Just right	Make folks aware this is an option

AREA: CENTER FOR INSTRUCTIONAL TECHNOLOGY	WHO IS ACCESSING IT: EX: MCCC, AFSCME, Non-Unit Professionals (NUPS)	How Often is it Run:	Delivery mode:	Who else could it reach:	How Much $$$: Goldilocks theory- too little, too much, just right….	Notes:
iTeach	MCCC-faculty	Annually	Online and face to face		Just right	
Academic Tech Training (Bb, respondus, shareware, etc..)	MCCC-faculty	Ongoing as needed and quarterly as training sessions	Online and face to face	Other areas of the college that might use Bb as a form of training communications	Always could need more	Overarching idea is to connect CIT to HR/Administrators for content development and training
Publishers	MCCC-faculty	Ongoing	Online and face to face		Just right	
By request by design Explain more	MCCC-faculty	ongoing/as needed		Those looking to use Bb platform for training		Overarching idea is to connect CIT to HR/Administrators for content development and training
Accessibility Media	MCCC-Professional staff and faculty, NUPS	ongoing	Face to face	All at NECC		
iHealth	MCCC-faculty	ongoing	online		As grows funds need to	
Community of Online Learners	MCCC-faculty	Annually	Face to face (online?)			

AREA: Human Resources	WHO IS ACCESSING IT: EX: MCCC, AFSCME, Non-Unit Professionals (NUPS)	How Often is it Run:	Delivery mode:	Who else could it reach:	How Much $$$: Goldilocks theory- too little, too much, just right….	NOTES:
LOVE Manager track	NUPS, AFSCME	All programs below unless noted otherwise-all run on a continuous basis with at least one per year	face to face	Unless otherwise noted all these programs listed could be adapted/ opened to be available for ALL at the college	Just right	Even with increasing population the programs are available for the funding level is just right for all listed
Orientations	MCCC Professional Staff, AFSCME, NUPS		face to face		Just right	
Computer Training	TBD - Professional Staff (MCCC) and faculty, AFSCME, NUPS		Online and face to face		Just right	
LOVE non-manager track programs	AFSCME, NUPS, MCCC Professional Staff and Faculty		Face to face		Just right	
By request by design - to help teams or units at NECC	Requested often by manager				Just right	

Action Item: Need to compare orientation programing offered at the college for overlap and places we could share resources and models.

AREA: Enrichment opportunities/external speakers etc.	WHO IS ACCESSING IT: EX: MCCC, AFSCME, Non-Unit Professionals (NUPS)	How Often is it Run:	Delivery mode:	Who else could it reach:	How Much $$$: Goldilocks theory- too little, too much, just right….	
White Fund	Public, Students	Several times a year	Face to face	All of NECC community- especially those in Haverhill	Just right	People do not think that they are a part of the invitation
NCBI	MCCC-faculty inviting into classroom for their, Students; all new employees other than faculty through new employee orientation	As requested by faculty for classroom; Once a semester for new employees	Face to face	All of NECC community	Just right	People do not think that they are a part of the invitation
Student Workshops funded by Title V Since is more for students could be deleted.	Students ??? YES	???	Face to face	All of NECC community, public	Grant driven	People do not think that they are a part of the invitation
LARC (Liberal Arts Revitalization Committee)	MCCC-faculty, students	Once a semester as possible	Face to face	All of NECC community, public	No major source of funding	People do not think that they are a part of the invitation

Action Item: Create an inventory of enrichment programs

AREA: Non Academic Areas	WHO IS ACCESSING IT: EX: MCCC, AFSCME, Non-Unit Professionals (NUPS)	How Often is it Run:	Delivery mode:	Who else could it reach:	How Much $$$: Goldilocks theory- too little, too much, just right….	NOTES:
CCLA	Appointed by president	Annually	Off campus		Just right	
Chair Academy	Appointed by Administration - Academic Affairs	Annually	Off campus		Just right	
Conferences	AFSCME,MCCC- Professional staff , Faculty and NUPS	As requested and funding is available	Off campus		Too little	
Within department trainings	AFSCME, MCCC Professional staff and Faculty and NUPS	ongoing	Face to face		Just right	
Trainings offered to other areas (for example- degreeworks training)	All of NECC community	As Needed	Online and face to face		Just right	

AREA: Academic Affairs Area (division and department specific)	WHO IS ACCESSING IT: EX: MCCC, AFSCME, Non-Unit Professionals (NUPS)	How Often is it Run:	Delivery mode:	Who else could it reach:	How Much $$$: Goldilocks theory- too little, too much, just right….	NOTES:
Workshops on Core Academic Skills	MCCC-Professional staff and faculty	Several times a semester for a set period of time	Face to face		Grant funded	
Conferences	MCCC-Professional staff and faculty, NUPS	As requested and funds are available	Off campus		This is something that is goal driven and drives the annual budgeting process	
Division wide development/training at meetings	MCCC-Professional staff and faculty, NUPS	As needed	Face to face		Just right	Planning and coordination could develop this further
Training as requested (example WIDS software)	MCCC-faculty	As requester	Online and face to face	NUPS and MCCC professional staff		