

NECC 2020 Strategic Plan Update: May 2019

GOAL PROFESSIONAL GROWTH



Context

The vision of this goal team is to increase opportunities for faculty and staff that encourage professional growth, foster experimentation, and advance curriculum innovation.

- Curricular & Instructional Innovation
 - Faculty members Kathleen Bartolini, Amy Callahan and Scott Lancaster led a faculty-focused **Persistence Project** initiative in the fall aimed at incorporating evidence-based classroom practices to improve course completion and retention. The early data demonstrate that this project has promise to support student retention. Supported by the NECC Fund, this project will continue next year using college funds.
 - Sue Tashjian and Jody Carson led the implementation of the 3rd **Northeast Regional OER Summit** on May 22 and 23 at UMass Amherst. Sue is co-chairing the DHE's Open Educational Resources (OER) Working Group and both Sue and Jody coordinated OER trainings for faculty around the state in February and March as part of the OER PIF grant. For more information visit the DHE OER website: <https://www.mass.edu/strategic/oer.asp>.
 - A **rubric workshop** was held for the Health Professions Division on May 13. Faculty requested a workshop to improve clinical rubrics. Professor and Teaching and Learning Faculty Fellow Elle Yarborough led the workshop.
 - Professor Emily Gonzalez completed the **Effective Teaching Practices** course offered by the Association of College and University Educators (**ACUE**). Sponsored by Middlesex Community College, the course is a leading-edge, research-based professional development opportunity that promotes student success through high quality instruction.
- Supporting Adjunct Faculty
 - The **Adjunct Faculty Fellows** continue to find creative ways to support adjunct faculty.
 - They held an Appreciation Breakfast in February, which featured a college and accreditation update from Vice President Bill Heineman as well as the launch of a new Adjunct Faculty **Professional Development Program** in which adjunct faculty are recognized for levels of participation in professional development activities.
 - In March, they sponsored a **LinkedIn Workshop**, which was delivered by Melba Acevedo of the Center for Instructional Technology.
 - An **online Blackboard Community** has been launched which will provide resources and announcements for adjunct faculty.
- Leadership Development
 - Members of the **NECC Leadership Academy** cohort presented their projects to the college community on May 15. Academy participants have been meeting monthly since September to explore the development of leadership at all levels of the college.
 - Northern Essex continues to support leadership development through participation in **The Chair Academy's Northeast Regional Leadership Development Institute (NELDI)**. In June Mike Hearn, Vengerflutta Smith and Lizzie Linn Casanave will complete their experience and Ari Chicklis and Lorena Holguin will begin their year-long commitment.

- Co-chairs of the New England Commission of Higher Education (NECHE) accreditation self-study standard teams participated in a *Professional Development Day* on January 11, 2019. The day launched the work of the co-chairs by providing an overview of the self-study work and opportunities for them to get to know one another and their work ahead.
- Our annual *Professional Day*, held on Friday, March 29, featured colleagues from Manchester Community College who shared lessons learned from their 2017 accreditation self-study. SOAR forums were also held to capture faculty and staff input.
- Promoting Culturally Conscious Pedagogy and Student Services
 - In April, faculty in the Health Professions Division participated in a workshop on *supporting transgender students and patients*. The workshop was facilitated by Jeff Perrotti and Elijah Ooyenuga of the Department of Elementary and Secondary Education (DESE).
 - Professional Day featured a workshop exploring the benefits of *culturally responsive instructional practices*.
 - A symposium on *Teaching in Turbulent Times: The Dialogic Classroom* was held on May 16 & 17. Facilitators from Essential Partners taught pedagogies designed for inclusion, dialogue and civic engagement. Sixteen faculty and staff from NECC, Merrimack College and North Shore Community College participated.
 - The Leading for Change Diversity Consortium campus team provided President Lane Glenn with a *recommendation regarding the use of the term Latinx*. The recommendation was provided to President Glenn in April. The Cabinet approved the recommendation. The recommendation was communicated to the college community at the April 29 President's General Staff meeting and also in an article in the April 10 edition of the *Observer* student newspaper.