

Requirement 3.7.3

Faculty: Faculty development

The institution provides ongoing professional development of faculty as teachers, scholars, and practitioners.

Judgment

Compliant Partial Compliance Non-Compliant Not Applicable

Narrative

Haywood Community College (HCC) is in compliance with Comprehensive Standard 3.7.3.

HCC is committed to the continuing growth and development of its faculty as teachers, scholars, and practitioners. As such, the College encourages continuing education to enhance scholarship and training to augment teaching.

Faculty are encouraged to in onsite and external professional development activities and regularly participate in such. The following chart lists the number of respondents who indicated they participated in either a campus workshop, a campus meeting, a conference, an off-campus workshop, an online class or seminar, a curriculum class, or are pursuing a formal degree ([Professional Development Survey 2008](#)) ([On-Campus Professional Development Roster 12/06-04/07](#)).

Professional Development Funds

As a NC community college, HCC receives North Carolina Legislature TIER A Special Appropriation Funds to ensure a minimum of professional development for faculty and staff at each community college. Haywood Community College Foundation's (HCCF) additionally provides mini-grants for tuition assistance and other professional development to faculty and staff seeking to further their skills and/or education. In 2006-2007 HCC received the following faculty and staff professional development funding:

- \$7,498 TIER A funding
- \$2000 HCCF funding.

Professional Development Opportunities

Professional development funds are used to support faculty in the following growth opportunities:

- gaining additional skills, licensures, certifications, and degrees
- participating in community outreach activities

- joining professional organizations
- attending workshops, seminars, training sessions, and conferences
- offering onsite faculty/staff training programs (2006-2007 Onsite Activities).
([Sample Approved Professional Development Faculty Requests](#))

The College provides faculty with registration and other fees as well as travel and logistical support to accomplish professional development opportunities ([Sample Approved Professional Development Reimbursement Requests](#)).

College Course Tuition Waiver

The NC Community College System provides the option for full-time college employees to take one curriculum or continuing education course per semester tuition free ([NC Admin Code NCAC 23 02D.0202 Tuition and Fees for Curriculum Programs](#)). While the College does not restrict courses taken to include only those that qualify as professional development activities for faculty, some courses do appropriately serve as professional development activities for faculty.

1. In-house Faculty Training

Curriculum and Pedagogy

Individual faculty members also receive support to offer peer training programs in areas surrounding best principles and practices in onsite and online instruction and curriculum design. In 2006-2007, HCC's distance learning (DL) coordinator and online horticulture instructor offered 24 individual training sessions on effectively using Blackboard, Podcasting, Blogs, Wikis, and other online resources in course development and delivery ([Sample Distance Learning Training Calendar](#)). DL staff also sponsored monthly "Online Lunch Forums" for faculty discussion of online education innovations ([Sample Distance Learning Lunch Forum](#)).

Leadership Training

Under HCC's guiding shared leadership principles, faculty and staff have been and are currently being trained in effective leadership practices. Included in the supporting documents folder below (HCC Shared Leadership Initiative) are numerous materials surrounding this campus-wide initiative (i.e., [Leaders in Action](#)).

2. NC-NET Professional Development





The North Carolina Network for Excellence in Teaching (NC-NET) provides yet another HCC faculty

development opportunity. NC-NET offers North Carolina community college faculty a collaborative, statewide professional development system committed to sharing best practices and resources. NC-NET resources are available online to avoid travel costs and scheduling challenges. In 2005 HCC's DL coordinator and an English faculty member received an NC-NET grant to develop and disseminate a professional development module entitled *Revisiting Academic Honesty*. HCC hosted a symposium presenting the resulting research module, which is presently housed on the NC-NET Web site ([NC-Net Module Screen Shot](#)). To view this module online, provide the user name **faculty** and the password **nc-net**.

Professional Developmental Endorsement

Professional growth and development are annual performance evaluation criteria in HCC's [Faculty Performance Review](#). This form also allows for future development opportunities as part of a full-scale individual development plan.

Supporting Documents

-  [2007_CALENDAR_OF_MEETINGS](#)
-  [Agenda_01-18-08](#)
-  [Agenda_03-02-07](#)
-  [Agenda_10-19-07](#)
-  [Agenda_11-16-07](#)
-  [Agenda_12-01-06](#)
-  [CAC_2007-08_Membership](#)
-  [CAC_Aug-07](#)
-  [CAC_Minutes_Nov-16-2007](#)
-  [CAC_Minutes_October_2007](#)
-  [College_Advisory_Council_2006](#)
-  [College_Advisory_Council_2007-08 updated](#)
-  [Community_College_Leadership_Article](#)
-  [Developing_Leaders](#)
-  [Distance_learning_article](#)
-  [Effective_Leadership_Dr_Johnson](#)
-  [Key_Leadership](#)
-  [Leadership](#)
-  [Leadership_07-08](#)
-  [leadership_assessment](#)
-  [leadership_assessment_01-04-08](#)
-  [leadership_assessment_memo_01-04-08](#)
-  [Leadership_Qualities](#)
-  [Leadership_Self_Assessments](#)
-  [leadership_judgement](#)
-  [Member_List_2006-07](#)

-  [Mintues_CAC_09-14-07](#)
-  [Mintues_PAC_05-4-07](#)
-  [PAC](#)
-  [PAC_Agenda_05-04-07](#)
-  [PAC_goals_vision_02](#)
-  [Positional_Leadership_Handout](#)
-  [SHARED_LEADERSHIP_rhj_oct](#)
-  [Vision_Statement_Notes_03-09-07](#)
-  [Application_for_Dev_Funds](#)
-  [Leaders_in_Action](#)
-  [NC-Net_Symposium](#)
-  [NCAC_23_02D_0202_Tuition_and_Fees](#)
-  [Profesional_Development_Plan_Employee_Annual_Performance_Reveiw](#)
-  [Professional_Development_Internal_Participation](#)
-  [Professional_Development_Survey_Results_2008](#)
-  [Reimbursement_Dev_Funds](#)
-  [Sample_Distance_Learning_lunch_forum](#)
-  [Sample_Distance_Learning_Training_Calendar](#)
-  [Tuition_Waiver_for_CC_Employees](#)