UPDATE ON ACADEMICALLY FOCUSED RE-ENGINEERING INITIATIVES

New Horizons Conference
Thursday, April 14, 2011
Reengineering Task Force 2

- Reengineering Taskforce 1 created in Fall 2009
- Recommendations accepted by the State Board in November 2010
- Chancellor held 15 Town Hall Meetings
- Reengineering Taskforce 2 created and convened in December 2010
- 25 separate initiatives with RETF2 members as leads
- Workgroups, review groups, other feedback mechanisms using existing groups
- Implementing the ideas will take months to years
ARTICULATE LEARNING OUTCOMES FOR COURSES TO ENHANCE STUDENT SUCCESS

Patrick Tompkins
John Tyler Community College
Outcomes

- Increase student success
- Improve consistency of student learning outcomes
- Provide professional development of full and part-time faculty
- Facilitate accreditation
- Reduce costs
Involved Parties

- Students
- Faculty
- RETF
- ASAC
- CODD
- VCCS Metrics committee
- SO staff
Proposed Metrics

- **Process metrics**
  - Delivery of ALO items (re-engineering template, learning outcomes, instructional strategies, student achievement benchmarks, etc.)

- **Outcomes metrics**
  - Student retention, success, persistence, and credential attainment
  - Cost / benefits analysis
Strategies

- Focus on the student experience

- Preserve instructor engagement; preserve responsiveness to local conditions

- Set student achievement benchmarks and provide success strategies

- Communicate persistently and transparently
Process

- **Workgroup for the Overall Process**
  - Faculty, administrators, support staff, and consultant (~15 members)
  - Develops ALO template and guides the process

- **Re-engineering Team for Each Course**
  - Faculty membership (~23 members)
  - Re-engineers the course
Timeline

- **Spring 2011**: Assemble workgroup; Layout the vision
- **Summer 2011**: Develop re-engineering template; Identify 6-9 candidate courses
- **Fall 2011 - Fall 2012**: Re-engineer 2-3 courses
- **Spring 2013**: Implement re-engineered courses; Begin re-engineering next set of courses
FACULTY EVALUATION
WORK GROUP

Terry Whisnant
Southside Virginia Community College
Faculty Evaluation Work Group

Summary of Five Point Proposal

- The evaluation system needs to be more thorough for newly hired faculty on one-year contracts.
- Faculty on multi-year contracts should receive thorough evaluations only in the final year of their three or five year contracts.
- The evaluation system should be revised to include only two (or perhaps three) categories.
- VCCS-29 should be revised in a way that does not directly limit promotions.
- Evaluations should focus on areas of professional development.
EXPAND THE FACULTY EMPLOYMENT SPECTRUM

Kim Blosser
Blue Ridge Community College
Outcomes

- Greater flexibility in hiring part-time and full-time faculty
- Addition of new types of faculty positions
- Increased proportion of FT faculty positions
- More opportunities for faculty to have other roles at the college (administrative, student services, etc)
Involved Parties

- Workgroup for this idea consists of:
  - 1 College President – represents ACOP
  - 5 Vice President’s – represents ASAC
  - 11 Dean’s/Coordinator’s – represents CODD
  - 8 Faculty – represents CFAC
  - 3 Human Resource personnel
  - 2 Workforce Development personnel
  - 1 Institutional Research representative
  - 1 Vice Chancellor for Academic Services/Research
Proposed Metrics

This is an area we will begin working on. Initially – we have proposed:

- Increased proportion of FT faculty
- Increased proportion of students taught by FT faculty
- Improved services to students
Process/Strategies

- Identify staff support to lead effort
- Assemble work group including presidents, vice presidents, deans, faculty and human resource services staff by March 2011.
- Explore options through Spring 2012, consider proposed new faculty categories and consider other options while addressing issues concerning:
  - Evaluation
  - Compensation
  - Teaching loads
  - Other duties, particularly in light of further automation of student services
  - Benefits, and
  - Strategies for implementation within overall resource and mission implications
- Explore the current 9-month faculty role for the purpose of determining if additional flexibility is needed; i.e. Should we hire faculty for summer/fall or spring/summer semesters?
- Expand this concept to include additional or modified administrative, faculty and classified positions to meet changing needs of the VCCS
Timeline

- March 10, 2011: Announce creation of the workgroup at the joint CODD/ASAC meeting
- March 11, 2011: Send email to all VP’s requesting a representative from their college
- Week of March 21, 2011: Assemble Workgroup
- April 2011: Workgroup meets to review categories already defined and split into sub-workgroups for each new role
- April 2011: President’s, VP’s, Dean’s, and Faculty surveyed for feedback on categories
- May 2011: Workgroup meets to review feedback
- May 2011: Workgroup provides an update to ASAC at May meeting
- June 2011: Workgroup provides an update to ACOP at June meeting
- Summer 2011 – December 2011: Workgroup will work on recommendation related to policy changes and human resource issues
- September 2011: Draft categories including proposed policy manual changes (and HR) presented to CODD and ASAC to gather feedback
Timeline continued

- November 2011: Proposed draft changes presented to CFAC to gather feedback
- December 2011: Proposed draft changes presented to ACOP to gather feedback
- January 2012 – May 2012: Workgroup takes all input and finalizes recommendations
- March 2012: Updates provided to ASAC and CODD
- March 2012: Updates provided to CFAC
- April 2012: Updates provided to ACOP
- May 2012: Final proposed changes to policy presented to ASAC as an action item
- June 2012: Final recommendations from ASAC presented to ACOP for approval
- July 2012: Final recommendations presented to State Board
- July 2012: New categories will be available for faculty hires after August 1, 2012
QUESTIONS?