Faculty Voices on Re-Engineering

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Sources of Voices

- CFAC conference call 10.07.20 (N=9)
- CFAC e-mail (N=3)
- E-mail from other faculty (N ~ 12)
Sample is not Statistically Representative

- Faculty are diverse in demographics, years of service, college culture, academic discipline, geographical background, etc.

- But many of the comments probably are representative
Argument to CFAC

- Reform is coming inexorably to the VCCS
- Faculty should lead and partner in reform
- Otherwise, reform will be imposed by others
Of Particular Importance

- Course Redesign
  - Need to respect “academic freedom”
  - SOL-isation of VCCS

- Distance Education
  - Strong opposition to any loss of local control / FTEs

- Change
  - Uncertainty, anxiety
  - Nostalgia
Faculty will support re-engineering, including redesign, with three major reservations:

1. Faculty want a seat at the table
2. VCCS must be an honest broker
3. Faculty cannot endorse proposals they haven’t seen in detail
Strategies for Faculty Buy-in

- Management strategy
  - How to move faculty from current MMR to emerging MMR
Strategies for Faculty Buy-in

- Communication Campaign
  - Frequent and Multi-Channel
    - Chancellor’s email and Rethink website
    - Each peer group meeting
    - CFAC
    - Implementation updates
  - Persistent / Consistent
  - Inclusive of all faculty, not just representatives