

**EASTERN REGION COLLEGE COMMITTEE ON HUMAN RESOURCES DEVELOPMENT
FOUR-YEAR PLAN FOR HUMAN RESOURCES DEVELOPMENT
2010-2011**

Activity	Rationale	Target Audience	Cost for 2010-2011	Timeframe
Focus on Learning	<ul style="list-style-type: none"> Anticipation of a continuing trend of hiring faculty without significant formal training and/or teaching experience at the college level 	<ul style="list-style-type: none"> Newly hired faculty 50-60 participants for 2010-2011 cohort 	\$1,300 per participant \$750 – Part 1 \$550 – Part 2	<ul style="list-style-type: none"> Annual program Part 1 – August 16-20, 2010 (5 days) Part 2 – May 31 – June 2, 2010 (3 days)
Aligning and Building Curriculum (ABC)	<ul style="list-style-type: none"> New programs and alternative delivery strategies that require curriculum expertise Most faculty do not have formal training in curriculum development With the Program Quality Assurance Process Audit, colleges are more accountable for program evaluation and program standards 	<ul style="list-style-type: none"> Faculty with at least two years college teaching experience 45-50 participants per cohort 	\$950 per participant \$500 – Part 1 \$450 – Part 2	<ul style="list-style-type: none"> Annual program Part 1 – October 27- 29, 2010 (3 days) Part 2 – May 26 - 28, 2010 (3 days)
Celebrating Great Teaching	<ul style="list-style-type: none"> Foster pride in quality teaching by showcasing best practices Capture experience of seasoned faculty prior to retirement Opportunity for reflection, rejuvenation, and celebration 	<ul style="list-style-type: none"> Experienced faculty 55 participants per offering 	\$550 per participant	<ul style="list-style-type: none"> 3-day program offered biannually <ul style="list-style-type: none"> May 17- 19, 2010 May 2012 – TBA May 2014 - TBA
Leadership Excellence in Academic Programming (LEAP) – Formerly Academic Program Coordinator's Conference	<ul style="list-style-type: none"> Recognition of PD needs of the Academic Coordinator role Opportunity to develop skills related to the unique aspects of collegial leadership 	<ul style="list-style-type: none"> Academic Coordinators 55 participants per offering 	\$525 per participant	<ul style="list-style-type: none"> 3-day program offered biannually <ul style="list-style-type: none"> May 2011 - TBA May 2013 - TBA
Getting Connected	<ul style="list-style-type: none"> College strategic plans and the KPI initiative requires leadership and customer service skills Opportunity for development of the skills integral to the role of a support staff employee 	<ul style="list-style-type: none"> Support Staff 40 participants per offering 	\$500 per participant	<ul style="list-style-type: none"> Annual conference 3-day program October 20 - 22, 2010
Faculty Cyber Connections	<ul style="list-style-type: none"> Connect faculty across the six colleges in an on-line environment Provide a delivery mode that ensures flexibility of content and access 	<ul style="list-style-type: none"> Faculty 35 per module 	Development and facilitator costs covered by each college	<ul style="list-style-type: none"> 9 different modules offered throughout each academic year
Support Staff Cyber Connections	<ul style="list-style-type: none"> Connect support staff across the six colleges in an on-line environment Provide a delivery mode that ensures flexibility of content and access 	<ul style="list-style-type: none"> Support Staff 25-30 per module 	Development and facilitator costs covered by each college	<ul style="list-style-type: none"> Pilot module (2010-2011) 2 different modules offered throughout 2010 – 2011 academic year
Management Development (format to be developed)	<ul style="list-style-type: none"> Anticipation of increasing numbers of new managers in our colleges with limited managerial and/or college experience Professional development/training opportunities for college administrative staff delivered regionally Networking opportunity 	<ul style="list-style-type: none"> Managers 	To be determined	<ul style="list-style-type: none"> To be determined
Support Staff Job Shadowing/Job Pairing	<ul style="list-style-type: none"> Opportunity for support staff to share best practices across colleges Opportunity to develop a network and share resources 	<ul style="list-style-type: none"> Support Staff 5 participants per college 	\$150 per participant includes accommodation in residence (if available) or hotel subsidy, travel and meal allowance	<ul style="list-style-type: none"> 1-day job shadowing timeframe Implementation Summer 2010
30 th Anniversary – Eastern Region CCHRD Initiatives	<ul style="list-style-type: none"> To recognize and build on the achievements of the Eastern Region initiatives over the past 30 years and the college employees who have participated in these events 	<ul style="list-style-type: none"> All staff who have participated in any Eastern Region event. 	Funded by Eastern Region initiatives	<ul style="list-style-type: none"> Begin event planning Fall 2010