

**EASTERN REGION COLLEGE COMMITTEE ON HUMAN RESOURCES DEVELOPMENT  
FOUR-YEAR PLAN FOR HUMAN RESOURCES DEVELOPMENT  
September, 2011 – December, 2012**

<b>Activity</b>	<b>Rationale</b>	<b>Target Audience</b>	<b>Cost for 2011-2012</b>	<b>Timeframe</b>
Focus on Learning	<ul style="list-style-type: none"> <li>Anticipation of a continuing trend of hiring faculty without significant formal training and/or teaching experience at the college level</li> </ul>	<ul style="list-style-type: none"> <li>Newly hired faculty</li> <li>&gt;100 participants for 2011-2012 cohort</li> </ul>	\$1,300 per participant  \$750 – Part 1 \$550 – Part 2	<ul style="list-style-type: none"> <li>Annual program</li> <li>Part 1 – Aug.15 -19, 2011</li> <li>Part 2 – June 4 – 6, 2012</li> </ul>
Aligning and Building Curriculum (ABC)	<ul style="list-style-type: none"> <li>New programs and alternative delivery strategies that require curriculum expertise</li> <li>Most faculty do not have formal training in curriculum development</li> <li>With the Program Quality Assurance Process Audit , colleges are more accountable for program evaluation and program standards</li> </ul>	<ul style="list-style-type: none"> <li>Faculty with at least two years college teaching experience</li> <li>45-50 participants per cohort</li> </ul>	\$1100 per participant  \$550 – Part 1 \$550 – Part 2	<ul style="list-style-type: none"> <li>Annual program</li> <li>Part 1 – Oct. 26- 28, 2011</li> <li>Part 2 – Curriculum Conversations (online)</li> <li>Part 3 – May 23 - 25, 2012</li> </ul>
Celebrating Great Teaching	<ul style="list-style-type: none"> <li>Foster pride in quality teaching by showcasing best practices</li> <li>Capture experience of seasoned faculty prior to retirement</li> <li>Opportunity for reflection, rejuvenation, and celebration</li> </ul>	<ul style="list-style-type: none"> <li>Experienced faculty</li> <li>55 participants per offering</li> </ul>	\$550 per participant	<ul style="list-style-type: none"> <li>3-day program</li> <li>offered biannually May 14 -16, 2012 May 2014 – TBA</li> </ul>
Leadership Excellence in Academic Programming (LEAP) – Formerly Academic Program Coordinator's Conference	<ul style="list-style-type: none"> <li>Recognition of PD needs of the Academic Coordinator role</li> <li>Opportunity to develop skills related to the unique aspects of collegial leadership</li> </ul>	<ul style="list-style-type: none"> <li>Academic Coordinators</li> <li>55 participants per offering</li> </ul>	\$550 per participant	<ul style="list-style-type: none"> <li>3-day program</li> <li>offered biannually May 17 – 19, 2011 May 2013 – TBA</li> </ul>
Support Staff Conference "Getting Connected"	<ul style="list-style-type: none"> <li>College strategic plans and the KPI initiative requires leadership and customer service skills</li> <li>Opportunity for development of the skills integral to the role of a support staff employee</li> </ul>	<ul style="list-style-type: none"> <li>Support Staff</li> <li>50 participants per offering</li> </ul>	\$500 per participant *One day registration allowed – fee TBA	<ul style="list-style-type: none"> <li>Annual conference</li> <li>3-day program November 23 - 25, 2011 October, 2012</li> </ul>
Faculty Cyber Connections	<ul style="list-style-type: none"> <li>Connect faculty across the six colleges in an on-line environment</li> <li>Provide a delivery mode that ensures flexibility of content and access</li> </ul>	<ul style="list-style-type: none"> <li>Faculty</li> <li>30 per module</li> </ul>	Development and facilitator costs covered by each college	<ul style="list-style-type: none"> <li>9 different modules offered throughout each academic year</li> </ul>
Support Staff Cyber Connections	<ul style="list-style-type: none"> <li>Connect support staff across the six colleges in an on-line environment</li> <li>Provide a delivery mode that ensures flexibility of content and access</li> </ul>	<ul style="list-style-type: none"> <li>Support Staff</li> <li>25-30 per module – to be confirmed with SCC planning group</li> </ul>	Development and facilitator costs covered by each college	<ul style="list-style-type: none"> <li>During 2011 – 2012 academic year 1 module offered 1 module in development</li> </ul>
Support Staff Job Shadowing/Job Pairing	<ul style="list-style-type: none"> <li>Opportunity for support staff to share best practices across colleges</li> <li>Opportunity to develop a network and share resources</li> </ul>	<ul style="list-style-type: none"> <li>Support Staff</li> <li>5 participants per college</li> </ul>	\$150 per participant includes accommodation in residence (if available) or hotel subsidy, travel and meal allowance	<ul style="list-style-type: none"> <li>1-day job shadowing timeframe Development and Implementation in 2011 – 2012</li> </ul>