

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

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 >100 participants for 2011-2012 cohort 	\$1,300 per participant \$750 – Part 1 \$550 – Part 2	<ul style="list-style-type: none"> Annual program Part 1 – Aug.15 -19, 2011 Part 2 – June 4 – 6, 2012
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 	\$1100 per participant \$550 – Part 1 \$550 – Part 2	<ul style="list-style-type: none"> Annual program Part 1 – Oct. 26- 28, 2011 Part 2 – Curriculum Conversations (online) Part 3 – May 23 - 25, 2012
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 May 15 -17, 2012 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 	\$550 per participant	<ul style="list-style-type: none"> 3-day program offered biannually May 17 – 19, 2011 May 2013 – TBA
Support Staff Conference "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 50 participants per offering 	\$500 per participant *One day registration allowed – fee TBA	<ul style="list-style-type: none"> Annual conference 3-day program November 23 - 25, 2011 October, 2012
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 30 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 – to be confirmed with SCC planning group 	Development and facilitator costs covered by each college	<ul style="list-style-type: none"> During 2011 – 2012 academic year 1 module offered 1 module in development
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 Development and Implementation in 2011 – 2012