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## Action Project

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**Institution:** Highland Community College  
**Submitted:** 2008-10-30                      **Contact:** Jeff Davidson  
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**Timeline:**

Planned project kickoff date: 10-30-2008  
Target completion date: 06-30-2010  
Actual completion date: --

**A. Give this Action Project a short title in 10 words or fewer:**

Enhancing the Teaching and Learning Process

**B. Describe this Action Project's goal in 100 words or fewer:**

The scope of this project aims to establish a faculty driven, professional development program. We hope to establish a mentoring program for part-time faculty members and new full-time faculty members and to offer two development tracks for middle-career and advanced members of the faculty. These have to do with the sharing of instructional practices/techniques and the use of technology in college teaching. It is assumed that by establishing such a professional development program, faculty members at any point along the line of their career paths will benefit, especially from each other. Ultimately, we hope to enhance student learning as a result.

**C. Identify the single AQIP Category which the Action Project will most affect or impact:**

Primary Category: Valuing People

**D. Describe briefly your institution's reasons for taking on this Action Project now -- why the project and its goals**

are high among your current priorities:

While HCC recently reviewed its faculty evaluation system and developed new measures and methods for appraising the teaching and learning process, the College continues to search for ways to enhance how faculty members teach and how students learn. The goal of “Enhancing the Teaching and Learning Process” is to develop a professional development program for new, middle-career, and advanced college faculty members.

E. List the organizational areas - institutional departments, programs, divisions, or units -- most affected by or involved in this Action Project:

All faculty members in each of three HCC academic divisions (business, science/math, and humanities/social sciences/fine arts)

F. Name and describe briefly the key organizational process(es) that you expect this Action Project to change or improve:

This action project will change and/or improve the teaching and learning process.

G. Explain the rationale for the length of time planned for this Action Project (from kickoff to target completion):

We need a semester to collect data, develop a plan, and establish collective buy-in. We need two semesters to offer an initial installment of the program, refine it, and offer it again with improvements included, and then a few months for the final evaluation.

H. Describe how you plan to monitor how successfully your efforts on this Action Project are progressing:

We plan to assess the program at the end of the first semester of implementation and again at the end of the second semester. Faculty members, mentors, and students will provide important input about the nature, substance, and success of the project.

I. Describe the overall "outcome" measures or indicators that will tell you whether this Action Project has been a success or failure in achieving its goals:

The degree to which new full and part-time faculty members report that the mentoring program has been of benefit to them. In addition, we hope to get similar information from tenured, full-time faculty members with regard to their professional development in instructional techniques and the use of technology in the classroom. Finally, we plan to get student input about all three of these professional development strategies for their instructors.

J. Other information (e.g., publicity, sponsor or champion, etc.):

The project will be shared in division, cabinet, and college-wide meetings. In addition, we plan to share information with students about this project. The sponsor for this project is the VP of Academic Services.

**K. Project Leader and contact person:**

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