



# **The Bridge to Excellence: Aligning Faculty Development with Program Goals**

**Facilitated Discussion Session # FD-182  
Room MM-A707**

[Hilary.A.Harris@LoneStar.edu](mailto:Hilary.A.Harris@LoneStar.edu)  
[Gail.L.Marxhausen@LoneStar.edu](mailto:Gail.L.Marxhausen@LoneStar.edu)



# Lone Star College System

- 95,000 students
- 6 main campuses
- FYE/SSC mandatory for all FTIC  
approx. 12,000 per AY



# LSC-CyFair

- 22,000 students
- 5,000 – 6,000 FTIC per AY
  - 70% PT students
  - 30% FT students
- 6 FT faculty
- 40 – 60 PT faculty
- 200 sections per AY



# Our Process

The good  
the bad  
...and the ugly



# Learning Outcomes

- Transform campus cultures regarding FYE pro dev
- Prepare participants to utilize a gap analysis to evaluate their FYE pro dev needs



# Using the Process

## Gap Analysis and Pro Dev: Asking the Right Questions



# Pairs

What are the goals  
of the FYE course or program  
on your campus?



# Individual Reflection

- What is the composition of your workforce? Who are your instructors?
- What is the FYE professional development on your campus, or lack thereof, and what is its rationale?
- Is the current professional development in alignment with your program goals?
- What is effective or not effective in your current professional development?





# Pairs

- Are your professional development programs in alignment with your FYE program goals?
- What is effective and not effective in your current professional development?



# Large Group

## **Which one below best describes your current approach?**

- We have no gap between professional development and our FYE goals. We can both ask and answer these questions fully.
- We have a gap between professional development and our FYE goals that we can both identify and close. We can answer some of these questions, but still have some unanswered questions.
- We have a gap between professional development and our FYE goals that we have yet to identify or close. We haven't asked many questions yet, and don't even know what to ask.



# Large Group

Formulate additional questions to identify the gap between professional development and FYE goals at your campus.