

The Bridge to Excellence: Aligning Faculty Development with Program Goals
Facilitated Discussion Session # FD-182
Room MM-A707
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Objectives:

1. To transform campus culture regarding FYE professional development by empowering FYE faculty, administrators and staff to take ownership of the workforce needs of such a complex, interdisciplinary and still-evolving program.
2. To prepare participants to return to their home campuses and using a gap analysis evaluate their professional development needs in light of the goals of the FYE program including the ability to:
3. Examine the credentials, experience and instructional quality/appropriateness of the workforce responsible for delivering the FYE program, and to align that examination with the stated goals of the FYE program.
4. Discover and identify the gaps between the stated goals of the program and the assessed results in terms of student success.
5. Analyze whether the gaps are attributable to any deficiency in professional development.
6. Formulate new goals, objectives, content modules, instructional methodologies and modes of delivery for FYE professional development from the size of a small department to a large system.

Pairs

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

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Individuals

- 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?

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Pairs

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

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Large group

In which area do you fall?

- a. We have no gap between professional development and our FYE goals. We can both ask and answer these questions fully.
- b. 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.
- c. 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.

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

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