

2018-2019

**Program Review & Planning
Request for Full-Time Faculty Position**

Please upload and submit this completed form through the SurveyMonkey program review module.

Note: Staffing Prioritization Task Force will consult your program review as part of the rating process. Please reference appropriate sections of your program review as needed in your responses.

Department	Professional Development
Position Title	Professional Development Coordinator

1. How will this position specifically support one or more of the College's four strategic priorities? (Rubric Criterion 4)

1. Acceleration
2. Guided Student Pathways
3. Student Validation and Engagement
4. Organizational Health

(200 words or less)

The Professional Development Coordinator would support all areas of the strategic plan by providing comprehensive, targeted offerings to all employees that will help the college make forward progress on its priorities and goals.

2. Describe why this position is essential to your program and/or service area. How will this new position improve student learning and achievement? (Rubric Criterion 3)

(200 words or less)

Having a permanent position fully focused on professional development will allow for consistent leadership that will focus on improving student learning and narrowing equity gaps. Currently the role is on reassign time and is vulnerable to the issues surrounding turn-over. There is typically a one-year learning curve to understanding the scope of the role, both strategic and operational. This slows the ability of the college to offer consistent leadership in this area.

3. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Rubric Criterion 3)

(150 words or less)

The position has made significant progress in linking professional development offerings to strategic plan priorities. However, the current faculty member on reassign time in this role may retire soon or go back to being a faculty member. This model leaves the college open to turn-over which slows progress. Each time there is a new coordinator there is a learning curve that usually takes about a year. This wastes value time and effort. Making the position permanent would ensure a more robust focus on developing offerings that directly support the college's strategic plan.

- 4. Has there been or do you believe there will be an increase in demand for your programs and/or services? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services as they apply to this position. (Rubric Criterion 2)**

(150 words or less)

The Guided Pathways initiative requires a great deal of professional development in order to move forward. As does Equity and Acceleration. In addition, in order to have a healthy organization, regular and relevant professional development is a necessity. The need for professional development will always change and increase as the college continues to innovate around student success.

- 5. Is this a new position, replacement for a retirement or upcoming retirement, replacement for a tenure failure, replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (Rubric Criterion 3)**

(100 words or less)

This would be a new position that would replace the current 1.0 reassign time position for the PD Coordinator. The position could be a faculty position or it could also be an administrative position. The college would need to discuss this with the various college constituents to determine the best course of action for our environment.

- 6. Please confirm that you have discussed this faculty position request with the Division Dean and that you understand that Division Deans will be providing feedback to inform, in part, the prioritization process.**

{XX } Yes, I understand.

The Staffing Prioritization Task Force will also consider the program review data provided by the IESE Office in reviewing this request. (Rubric Criterion 1)