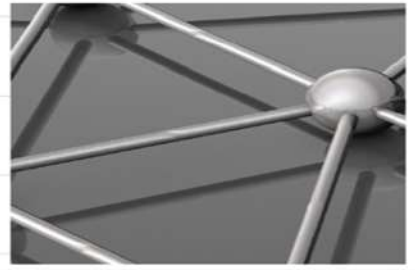


MOHAWK COLLEGE Academic Plan



Faculty Professional Development Task Force Academic Plan 2012 -2013 Project Status Report (April 2013)

Mohawk College's 2012 [Academic Plan](#) is a thematic accumulation of responses from both external and internal stakeholders when asked these three questions:

1. **What might make students want to come to Mohawk over the next ten years?**
2. **What core capabilities and skills might students need for the future?**
3. **How might we enable high-quality learning over the next 10 years?**

Stakeholder responses included:

- Facilitate internal sharing among staff and faculty, with focus on professional development p.3.
- Foster partnerships with other education institutions and local industry, the openly share best practices p.3.
- Provide professional development for faculty and staff, supporting optimal use of technology p.4.
- Provide professional development for Mohawk faculty and staff to develop future workplace skills and share those skills with students p.7.
- Follow principles of adult learning p.6.
- Support faculty in collaborating with industry so they stay current in their respective fields p.11.

Project Team Members & Task

Chris Blackwood, Daniel McKerrall(Co-chair), Jane Cooper, Sharon Estok, Peggy French, John Holloway, Shelley Lang, Leslie Marshall, Marilyn McDermott, Carol Mushing(Co-chair), Caroline Neufeld, Valerie Parke, Lisa Pegg, Sue Prestedge, Janice Warren, met regularly between September 2012 and March 2013.

Project Team's Objectives

1. Review the literature for evidence of best practices in faculty development.
2. Survey Mohawk Faculty to determine their development needs. More than 200 faculty responded to an online professional development survey: [Numeric Data](#), [Narrative Responses](#).
3. Create a framework to support the development of faculty during the three recognized phases of their careers. [First Draft of Competence Framework](#) created by Leslie Marshall with input from Task Force members.

Project Team's Findings

Based largely on data and narrative responses from the online survey of more than 200 faculty:
[Numeric Data](#), [Narrative Responses](#).

The Quality of teaching at Mohawk College would be supported and enhanced by:

- A fully-facilitated and workload-included Mentorship Program
- The skillful and thoughtful infusion of technology into curriculum by faculty.
- Faculty planned and facilitated "Development Days" focusing on topics relevant to teaching and learning, delivered at Mohawk College on non-teaching days so that all faculty can attend.
- Funded leaves for continuous learning in both formal and informal learning environments.
- Ongoing support of and involvement in the College Educator Development Program.
- Development of a teaching competence framework to support faculty development following completion of the CEDP program as faculty move to mid and late career benchmarks.

Project Team's Recommendations

That the Vice President Academic and the Chief Human Resources Officer meet with the Faculty Development Task Force to discuss the Task Force's Report and initiate the creation of a Faculty Professional Development Policy at Mohawk College based on the Final Report of the Faculty Professional Development Task Force.

Responses to Recommendations

Karen Pashleigh, Chief Human Resources Officer released [Professional Development for Staff Policy](#) in August 2013.

President Rob MacIsaac sent [Memorandum on Professional Development Policy](#) in August 2013.

Ted Scott, Chief Innovation Officer & Anna Johnston, Director of Libraries and Centre for Teaching and Learning presented [Vision for the Center for Teaching and Learning](#) to Task Force Members in January 2014.

Project Team's Key Human and Digital Resources

All members of this project team researched and presented evidence of best practices in faculty professional development.

[C21 Canadians for 21st Century Innovation and Learning](#)

Gluszynski, T., Werkneh, G., & Zhao, H. (2014). [Employed Adult Learners in Ontario and Canada: Engaged and Disengaged](#). Toronto: Higher Education Quality Council of Ontario.

Kelly, R. [Faculty Focus Special Report: 12 Tips for Improving Your Faculty Development Plan](#). Academic Leader.

Marshall, L. Creator(2013). [Draft Faculty Competency Framework for Mohawk Faculty/Future Ready Teachers](#).

Scott, L. & Campbell, A. (2011). [Skills and Productivity Action Plan for Canada](#). Conference Board of Canada.

[The Shifting Nature of Teaching and Learning in Today's University](#) by Richard Wiggers
HEQCO Executive Director Research and Programs. August 2013.