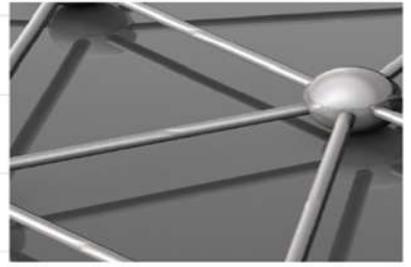# Beyond Satisfaction: Toward an Outcomes-based Procedural Model for Faculty Development Program Evaluation

PIF Project related to Academic Plan 203-204 Status Report (March 2014)

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

Dianne Bloor, Postsecondary Curriculum and Educational Developer; Janice Cardy, Conestoga; Dennis Dowker, St. Clair; Jeff Fila, Conestoga; Anna Johnston, Mohawk College (April 1, 2014-) Lori Nemeth, Fanshawe; Rick Overeen, Lambton College; Valerie Parke, Mohawk College (November 2013-March 31, 2014); Eric Sloat, Fanshawe; Tania VanGent, Niagara; Dr. Mary Wilson, Niagara connected weekly via conference call.

Task assigned to the team: To evaluate the current the effectiveness of the current College Educator Development Program by surveying stakeholders and create a new vision, mission and implementation plan for an outcomes based development program for recently hired college faculty as per A PIF-funded Project .

Project Team's Objectives

1. Environmental scan, stakeholder consultations and literature review on faculty development.
2. A Vision Statement and a Mission Statement for the College Educator Development Program (CEDP.)
3. A Statement of Learning Outcomes for the CEDP Program
4. Curriculum documents including curriculum mapping and supporting documentation.
5. An Implementation Plan

Project Team's Findings

1. The [literature review](#) reflected the importance of quality faculty development programs.
2. Survey of VPAs, Deans, Associate Deans and Chairs as well as CEDP Facilitators and recent CEDP Graduates revealed that 72% of respondents were satisfied with the CEDP as well respondents suggested new and innovative ideas that could become CEDP learning outcomes in the future.
3. PIF Steering Committee used stakeholder [create new vision and mission statements](#) for the College Educator Development Program
4. CEDP Facilitators through an intensive [two-day workshop](#) developed a set of program learning outcomes and implementation concepts. Professors Janice Candy (Conestoga) and Tania Fera-VanGent (Niagara) who have PIF-funded release time will design an implementation plan based on the newly defined program learning outcomes. The PIF Steering Committee will determine the feasibility and benefits of this proposed implementation plan.

Project Team's Recommendations

The CEDP PIF Steering Committee's final report will be published after March 31, 2014. Contact Anna Johnston, Mohawk's Representative on the CEDP PIF Steering Committee for the status of this PIF funded project.

Project Team's Key Human and Digital Resources

All members of the CEDP PIF Steering Committee researched and presented evidence of best practices in outcomes-based faculty development programs.

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.](#)
Mohawk College. (2013). [Final report of Faculty Professional Development Task Force](#).
Parke, V. Presenter (2014). [Overview of Internationally Recognized Outcomes Based Faculty Development Programs](#)
[The Shifting Nature of Teaching and Learning in Today's University](#) by Richard Wiggers
HEQCO Executive Director Research and Programs. August 2013.