CAP 6.1.1
Faculty/Staff Externships
Link faculty and staff to area employers, who together can offer students more learning opportunities and enhanced curriculum.
Purpose

The purpose of this project is to develop a system that will support faculty and staff experiences in our greater community while also providing a simple mechanism to document, measure and share the impact of those experiences on faculty and staff development, as well as student learning.

Faculty and staff will engage in activities in the community to connect theory and practice and bring an understanding from the world of the external community into the internal community.
Team Members

Amy Koning, Champion
Ric Underhile
Kristen Seevers
Julie Parks
Mark Champion
Liz McCormick
Mike Kiss
Luanne Wedge
Tom Neils
Goals

• Faculty/staff to obtain first-hand view of the occupational options, labor market needs, skill requirements and standards.
• Translate this learning into improved work with students.
• Build relationships with the community.
• Increase number of formal college/community partnerships.
Measureable Outcomes

• Minimum of three faculty/staff externships will be piloted in Summer 2013
  • Staff: college procedures and process are changed
  • Faculty: curricula is modified to meet industry standards
• Minimum of three new community partnerships will be developed as a result of the faculty/staff externship program.
Workforce Development Indicators of Success

1. Percentage of GRCC career graduates who are continuing their education or employed in their field of study.
2. GRCC student performance against state standards (Perkins Core Indicators)
3. GRCC student performance on state/national certification exams.
Connected to CAPs:

• 1.1.2 Promote faculty leadership in academic advising
• 3.1.1 Promote the various educational, arts, and cultural activities GRCC makes available for the community at large.
• 3.1.2 Expand cultural learning experiences that strengthen and equip our changing community.
• 5.2.3 Strengthen faculty professional development programs and processes
• 5.3.2 Develop a new model for program review which includes the assessment of program learning outcomes.
Connected to Dept Plans

- Faculty professional development efficiency review (Ric Underhile)
- Develop and implement an Alumni Relations program (Andy Bowne)
- Integrating GRCC’s performance management systems with employee development systems (Cathy Wilson)
- Student affairs divisional professional development (John Cowles)
- Support additional College needs through fundraising (Andy Bowne)
- Facilities department training (Tom Smith)
- Employer relations within SWD (George Waite)
- Host sector groups to gather new skill sets (Julie Parks)
- Pathways to employment (John Cowles)
- SWD program analysis/discontinuation (Fiona Hert)
Accomplishments (Year 1)

- Researched other colleges (4-year and community) faculty externship programs.
  - Visited Calvin College
- Baseline of the existing partnerships
- Rough draft of faculty/staff externship at GRCC. (This is currently being reviewed by the team)
Future Work for 2011-12

• Refinement of externship experience
• “Housing” of externship identified
• Incentives
• Explore data repository options
• Incorporate into the Academic Program Review
• Send out faculty/staff survey for a baseline and to gather wants from our customers
Future Work for 2012-13

• Present program pilot to Dean’s Council, AGC and Cabinet
• Develop program guide and application material
• Develop marketing plan

Summer 13 Implementation
Additional Considerations

- Direct link to student internships (one coordinator suggested)
- Determine staffing needs if applicable