

COMMUNITY COLLEGE QUALITY
FACULTY WORKING GROUP

FINAL REPORT



Iowa Department of Education
Division of Community Colleges and Workforce Preparation

January 2008

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I. Purpose of the Study

The 82nd General Assembly of the Iowa legislature mandated the Department of Education convene a working group to study comprehensive community college quality faculty issues.

Senate File 588, Sec. 8:

“DEPARTMENT OF EDUCATION == COMMUNITY COLLEGE QUALITY FACULTY WORKING GROUP. The department of education shall convene a working group to study comprehensive community college quality faculty issues. The working group shall include but is not limited to equal numbers of community college faculty and administrators. The director of the department of education may appoint additional education stakeholders if appropriate. The Iowa association of community college trustees shall appoint community college administrators to the working group and the Iowa state education association shall appoint college faculty to the working group. The working group shall submit its findings and recommendations in a report to the general assembly by January 14, 2008.”

II. Membership

As required by Senate File 588, the membership of the Quality Faculty Working Group consisted of equal numbers of community college faculty and administrators. The Iowa Association of Community College Trustees (IACCT) appointed four members, the Iowa State Education Association (ISEA) appointed four members, and the Department of Education (DE) appointed three members and an ex-officio member.

Group members and appointing institution

Margi Boord (IACCT)	Dave Neas (DE)
Donna Eberly (ISEA)	Lee Skeens (ISEA)
William Giddings (IACCT)	Marlene Sprouse (DE)
Helen Lewis (ISEA)	Mollie Teckenburg (IACCT)
Kim Linduska (IACCT)	Roger Utman (DE)
Jon Mixdorf (ISEA)	Ex-officio: Dave Palmer (DE)

III. Timeline

The Department hosted three meetings of the Community College Quality Faculty Working Group: September 22, 2007, October 19, 2007, and November 16, 2007. A teleconference was held on Dec. 27, 2007, for members to approve the recommendations and final report.

IV. Recommendations

1. Establish an Ad Hoc Accreditation QFP Protocol Committee

The Ad Hoc Accreditation QFP Protocol Committee would be convened by the Department in early 2008. The group would assist in the development of protocol related to the QFP process to be used by accreditation teams during site visits. Outcomes may include: determining checklists (what evidence needs to be provided before or during a site visit); determining interview procedures; determining what needs to be accomplished before and during the visit; providing information to the accreditation committee and other entities; revising protocol with feedback provided by the accreditation committee and other stakeholders. Members of the committee may include: DE staff, members of the Community College Quality Faculty Working Group, and members of the Department of Education Community College Accreditation Committee.

2. Create Statewide Professional Development Opportunities

Establish systemic, on-going, and sustainable statewide professional development opportunities such as statewide Quality Faculty Plan conferences/workshops (face-to-face and/or electronic) and a web-based system to share promising practices. Professional development activities should include both the teaching-learning process as well as the upgrading of technical and discipline-specific skills of community college faculty. Community College QFPs should support institutional development as well as individual professional development.

An ongoing QFP Professional Development Committee would be convened by the Department in early 2008. The group would assist in providing professional development related to the QFP process and requirements. Outcomes may include: determining documents (resources) that need to be included on the Department's website; planning a workshop on the QFP process and requirements; utilizing feedback to determine future professional development needs; assisting in the development of professional development consortia; reviewing and identifying promising practices in college QFPs including adjunct faculty development.

3. Establish a Department of Education Community College Faculty Advisory Committee

Establish a Department of Education Community College Faculty Advisory Committee consisting of one delegate and one alternate from each community college to meet with Department of Education Division of Community College and Workforce Preparation liaisons as issues arise relating to faculty. Each college's Quality Faculty Plan committee would appoint the delegate and

alternate. The committee membership should have near equal representation from the arts and sciences faculty and career and technical faculty with colleges assigned to appoint from one group or the other and then rotating to ensure balance. The purpose of the committee is to keep faculty informed about changes to Iowa Code and administrative rule, provide faculty with a vehicle to communicate with the Department on an ongoing basis, and serve as a forum for emerging faculty issues.

4. Funding for Professional Development

Request future funding from the legislature for professional development of community college faculty. The funding would be used to supplement and not supplant professional development and will be utilized to develop ongoing and sustainable professional development at both the state and community college levels.

5. Quality Faculty Plans and Adjunct Faculty

The following recommendation was unanimously supported by group members.

- a. Each individual community college, within their institutional quality faculty plan, would address quality faculty development for all faculty at their institution.

*The following recommendation was **not** agreed to by a majority of group members.*

- b. At a date certain, all faculty teaching at community colleges would have to meet Quality Faculty Plan provisions.

V. Concluding Statement

The working group concluded that it is imperative to recognize that one of the most significant problems facing Iowa's community colleges is the combination of high tuition and low faculty salaries caused by insufficient state and local tax support and how these factors impact the colleges' ability to attract and retain quality faculty.

VI. Acknowledgments

The Community College Quality Faculty Working Group was supported by several individuals who gave presentations to the group, conducted surveys requested by the group, collected and organized extensive resource materials, organized and facilitated meetings, shared their expertise, or provided other assistance. The following individuals from the Iowa Department of Education, Division of Community Colleges and Workforce Preparation, made a substantial contribution to this effort: Janice Friedel, division administrator; Jeremy Varner, consultant; Colleen Hunt, consultant. Others who assisted the group by sharing their expertise included: Linda Wild, Ann Kruse, and Dale Simon.