Oklahoma City Community College
WOW! Faculty and Staff Development System

NCSPOD
Conference 2005

I. Activity Presenters

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II. OCCC Demographics

- OCCC is a public, two-year college
- The College is the fifth largest higher education institution in Oklahoma
- Employees
  - Full-time faculty, 131
  - Adjunct faculty, approximately 500
  - Full-time non-faculty, 296
  - Regular part-time, 61

III. Origin of the **WOW!** System

- Staff Development separate from faculty development
- The "epiphany"
- Budget
- Need for a systematic approach

IV. Design of the System

- Establishment of the **WOW!** Crew
- Needs/Interest Assessment
  - Faculty Checklist
  - Technology Survey

IV. Design of the System cont'd

- Categories encompassing all areas, professional, personal and health & safety

- Delivery Methods: in-class, online WebCT and streaming video

- Cost Effective

IV. Design of the System cont'd

- Encompasses Staff and Faculty
- Presenters Orientation/Stipend
- Quality Assurance
- Administrative/Constituency Support
  - VP's now attending, requiring staff to attend and facilitating sessions
  - **WOW!** is listed as a primary institutional goal

Institutional Goal-Objective and Outcome 3.2

* Provide a targeted faculty and staff development program to deepen leadership capacity, expand utilization of technology, and support the success of students, as measured by achievement of the outcomes in the Institutional Plan and increasing the number of staff prepared for additional leadership responsibilities.

V. Schedule Building/Promotion

- Performance Appraisal
- Call for Proposal
  - Open call
  - Selected targeted call
  - Various College Departments requesting training through **WOW!**

V. Schedule Building/Promotion cont'd

* Advantages of the system
  * In-house
  * Majority of presenters are employees
  * Printing services on campus
  * Video services on campus
  * Designated employee technology classroom

V. Schedule Building/Promotion cont'd

- Marketing
  - Hard copy of the schedule sent to ALL employees each semester
  - Hard copy of Monthly brochures sent to ALL employees
  - Weekly News Letter (electronic)
  - Employee Home Page

V. Schedule Building/ cont'd

- **WOW!** Website http://employee.okccc.edu/wow/
- Pads, Pens and tote bags
- Word of mouth, staff meetings, faculty meetings, Division meetings, flyers, etc.

VI. Implementation

- Session Preparation
- Presenter Orientation
- Registration
- Record keeping
- Budget
  - FY05 **WOW!** Expenses

FY05 **WOW!** Expenses

Item	Cost
Supplies and Materials	$ 3,947.00
Hardware/Software (Capital)	$ 21,300.00
FY05 Stipends for Instruction*	$ 3,044.00
Fall 05 External Consulting fees	$ 2,799.00
Catering Services	$ 1,000.00
*FY05 In-Kind Stipends =$4,575	$ 32,090.00

VII. Evaluation

- Immediate

- Feedback Survey & Results

- End of the Semester

- FY2007 Assessment Initiative

  - Planning stages

  - Global Education-General Education Program Competency

General Education Program Competency

* Display an understanding of the interconnections of people and systems, a general knowledge of history and world events, and an acknowledgement of differing cultural values and attitudes.

VIII. Closing the Loop

- Changes we have made
  - Examining enrollment numbers/trends
  - Not doing what we think people want, but doing what people actually want
  - What people say they want and will attend is not always the same
  - Aligning more with the College's strategic plan
  - Online registration

VIII. Closing the Loop cont'd

- Obstacles
  - Archiving sessions
  - Reaching Adjunct population
  - Dealing with different learning styles
  - Evaluating knowledge
  - Attendance

VIII. Closing the Loop cont'd

- Future Plans
  - Dedicated classroom
  - Full-time technology trainer
  - Different types of delivery methods