

## **Employee Development at Oklahoma City Community College**

### **March 20, 2006**

#### Notes for Dr. Sechrist:

As you know the College has compelling statements of purpose that direct planning and budgets at the College. One of the areas we want to focus on tonight is employee development and how we are enhancing the knowledge and skills of our employees.

Gary Lombard will provide additional information on our accomplishments in employee development.

#### Notes for Gary

- WOV! Faculty and Staff Development System
  - Developed in FY 04-05
  - Focus on enhancing employee, student and organizational development.
  - Some areas of professional development are: understanding the Latino population, expanding global awareness and making course syllabi more effective.
  - Spring 2005, 90 activities had 615 enrollments from 259 individuals. This represents 57 percent of participation by all full-time employees.
  - Fall 2005, 78 activities had 663 enrollments from 276 individuals. This represents 58 percent of participation by all full-time employees.
  - Spring 2006, to date, 56 activities had 410 enrollments.
  
- The new Leadership Development Program for aspiring leaders
  - A new Leadership Development Program was implemented beginning January 2005 ending May 2006.
  - Twenty-seven individuals were selected for new challenges and responsibilities by focusing on leadership skills, strategies, techniques and issues.
  - Structure of the program
    - Self-assessment, 18 months of organizational vision and personal skills and program evaluations.
  
- Tuition Reimbursement (Off campus)
  - Regular full-time employees are eligible to have tuition reimbursed for classes taken off campus.
  - All related fees and books are the responsibility of the employee.
  - Six individuals have completed degrees and are present tonight.
  
- Tuition Waivers (On campus)
  - Regular full-time employees, a spouse and dependent children under the age of 23 are each eligible to enroll in six credit hours per entry for courses offered on campus.
  - We had 29 employees in Fall 2005 who took credit classes for a total of 129 credit hours. Some employees are working towards an Associate degree and other are taking classes for skill and knowledge enhancement.