

Oklahoma City Community College



WOW!
Faculty & Staff
Development



Presenter

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OCCC Demographics

- OCCC is a public, two-year college
- The College is the fifth largest higher education institution in Oklahoma
- Employees
 - Full-time faculty, 150+
 - Adjunct faculty, approximately 500
 - Full-time non-faculty, 325+
 - Regular part-time, 75+



Origin of the WOW! System

- Staff Development separate from faculty development
- Need for a systematic approach

Initial Design of the System

- Buy-in from President and President's Cabinet
- Needs/Interest Assessment
 - Faculty Checklist (Needs Analysis)
 - Technology Survey

Initial Design of the System

- Categories encompassing all areas, professional, personal and health & safety
- Delivery Methods: traditional classroom, online learning using Angel and streaming video
- Cost Effective

Design of the System

- ⦿ Encompasses Staff and Faculty
- ⦿ Presenters Orientation/Stipend
- ⦿ Quality Assurance
- ⦿ Administrative/Constituency Support
 - VP's 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.



Schedule Building/Promotion

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

Schedule Building/Promotion

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



Schedule Building/Promotion

◎ Marketing

- Hard copy of Monthly brochures sent to ALL employees
- Weekly News Letter (electronic)
- Links on Employee Home Page

Schedule Building

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

Implementation

- Session Preparation
- Presenter Orientation
- Registration
- Record keeping
- Budget
 - Capital Expenditures
 - Annual **WOW!** Expenses

Capital Expenditure

- Computers & Software

\$22,000



Annual WOW! Costs

Item	Cost
Supplies and Materials	\$ 4,000.00
Capital Depreciation	\$ 4,400.00
Stipends for Instruction	\$ 3,000.00
External Consulting fees	\$ 3,000.00
Catering Services	\$ 1,000.00
	\$ 15,400.00

Evaluation

- ◎ Immediate Feedback
- ◎ Feedback Survey Instrument
- ◎ 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.

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 with MineOnline

Closing the Loop

◎ Obstacles

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

Closing the Loop

◎ Future Plans

- Dedicated training facilities
- Professional Development offices
- Different types of delivery methods
 - On-site training
- Business Life Cycle

Questions/Discussion