MEMORANDUM

MOHAWK VALLEY COMMUNITY COLLEGE

TO: **David Katz, President, MVCC College Senate**

FROM: **John Bullis, Exec. Dir. – Organizational Development & Chair of the Employee Enrichment Council**

SUBJECT: **Employee Enrichment ANNUAL REPORT – 2012**

DATE: **April 17, 2012**

Employee Enrichment Council Membership: B. Evans, C. Plescia, D. Katz, G. Pecorello, J. DeWeerth, K. McNamara, K. Evans-Dame, L. Doherty, N. Chrisman, P. Fox, R. Fuoco, S. Myalik, S. Smith, W. Hysell

Meeting Schedule: The Council met periodically throughout the academic year to plan upcoming Institutes and debrief from recently held events. Attendance was noted at each meeting. There were no issues of undue absences from any of the membership this year.

Work Completed: The Council planned, developed, organized, and conducted six days of professional development programming, which included the Summer Institute (2 days), August Institute, Fall Fourth Friday Institute*, January Institute, and Spring Fourth Friday Institute*. To date, the 2011-12 Institute schedule has registered 1276 enrollments from 687 individuals, up very slightly from the 1268 registrations recorded for the same time the previous year. These figures do not include the Summer Institute enrollments which generally range from 950-1000 each year.

In addition to the Fourth Friday* Institutes, which resulted from feedback received from the original October and March Institutes, several new employee enrichment programs were developed and initiated this year. Previous to this year, the New Faculty Institute series included NFI for first year faculty and Teaching Squares for those in the second year cohort. This year a new program, The Faculty Innovation and Excellence Academy, was offered for second and third year cohorts. The Academy was comprised of a monthly panel discussion by senior faculty who presented on a variety of issues related to their expertise and professional passions. The Council also reviewed and endorsed the implementation of a Supervisors' Academy, which is conducted monthly throughout the academic year at the end of each Administrators' Meeting on the day following MVCC Board meetings. This series focuses on issues and skill building related to supervision and administration topics.

The Office of Organizational Development , which staffs this Council, also implemented a successful MVCC Teaching Fellow program this year. With a course reduction, Professor Bill Hysell attended two "enrichment" focused professional development conferences and played a key role in helping coordinate and conduct various aspects of the College's Orientation, NFI, and Enrichment Institute

series. Going forward, this “capacity building” program will be offered to other senior faculty members who have expressed an interest in broadening their learning experience, and the scope of their teaching to include new hires and colleagues through the College’s overall Employee Enrichment program.

Recommendations: none