

**Centre for Academic and Faculty Development Plan
(For inclusion in the Education Division Plan for 2009 – 2012)
Approved October 28 2008**

Strategic Planning Directions for 2009 to 2012

Vision Statement:

The Centre will enhance educational quality in the College through the integration and coordination of faculty professional development, research and scholarly activity and program review and renewal.

Strategic Direction #1: To work with students to achieve their academic, professional and employment goals (engagement, delivery models, and aboriginal learners)

1. Promote student engagement in research and scholarly activities (for example, student research fairs, student/faculty research projects and publications, directed studies courses, enquiry-based learning, research assistants) (Research and Scholarly Activity Plan).

Strategic Direction #2: To enhance and strengthen the local, regional and international profile of Douglas in the BC post-secondary system (professional and academic schools, local and international partnerships)

1. Maintain and promote broader engagement of Faculty Development and individual faculty with external PD/FD groups such as UCIPD, ISW Facilitators Network, regional Faculty Development providers, national CASL Scholars Institute;
2. Strengthen research and scholarly activity linkages with other post-secondary institutions, community agencies and other geographic and sectoral groups such as the Council on Undergraduate Research, Canadian Association of Research Administrators, granting agencies, Scholarship of Teaching and Learning groups and organizations.

Strategic Direction #3: To provide high quality curriculum, program and faculty development (Professional development, program review and renewal, research and scholarly activity)

1. Teaching, Learning and Assessment
 - a. Expand, consolidate and integrate structures that support diverse faculty development programs related to enhancing teaching expertise through the pedagogies of student engagement;
 - b. Provide offerings related to curriculum development, assessment, and redesign/renewal of curriculum;
 - c. Collaborate with other College personnel to expand and enhance the new faculty orientation program;

- d. Develop mechanisms to engage new faculty in PD inside and outside the College through external presentations, attendance at Teaching and Learning conferences, College and Dept based activities;
 - e. Expand Instructional Skills Workshops and recruit and nurture new ISW presenters;
 - f. Augment faculty instructional resources, such as the Reflective Practice Toolkit;
 - g. Expand Peer FM through enlisting senior faculty and Faculty Emeriti to participate in Peer FM;
 - h. Promote cross-disciplinary thematic activities that enhance curriculum implementation such as implementation of Academic Signature, employing collaborative student group work strategies.
2. Research and Scholarly Activity**
 - a. Provide support for and activities that implement the College Research and Scholarly Activity Strategic Plan (attached);
 - b. Undertake activities to promote and support student engagement in research and scholarly activity.
3. Program Review and Renewal
 - a. Develop, test, revise and assist in the implementation of a system for annual and full program reviews:
 - I. In collaboration with Deans and Associate Deans, develop a 5-7 year schedule for full program reviews ;
 - II. Provide orientation and training for personnel participating in reviews;
 - III. Provide assistance to the full program review teams;
 - iv. Develop and coordinate the process of annual reviews:
 - b. Evaluate the process and, if needed, request additional support to continue to assist in program reviews (a part time Program Review Facilitator position);
 - c. Develop and expand curriculum re-design resources and make available to faculty.
4. Maintain and enhance a CAFD website that promotes communication and is a resource for faculty development, research and scholarly activity, and program review and renewal.
 5. Evaluate the effectiveness of changes based on these initiatives and make further plans and recommendations regarding initiatives, Centre structure and Strategic Directions for 2012-2015.

** See Research and Scholarly Activity Policy for definitions

DOUGLAS COLLEGE

RESEARCH and SCHOLARLY ACTIVITY PLAN (2009 -2012)

This plan flows from the Academic Plan Goal Statement #3c:

3. to provide high quality curriculum, program and Faculty development

c. To continue to expand structures that will support scholarly activity and research

Goal	Initiative	Date
1. Enhance funding and establish supportive structures and processes for research and scholarly activity	a. Develop and implement a process and procedure to award sectional-equivalent releases for faculty engaging in research/scholarly activity/completion of credentials	2009-10
	b. Ensure that faculty receiving major external research grants are given priority for being awarded sectional releases to conduct the research	2009-12
	c. Seek external funding to support Researchers-in-Residence from DC faculty and/or Visiting Scholars	2009-12
	d. Increase the Scholarly Activity Coordinator position time assignment to support increased activities	2009
	e. Increase support for the Scholarship of Teaching and Learning and involvement in CASTL	2009-10
	f. Fund student research assistant positions in selected projects	2009
	g. Develop/implement College policies on research (revised scholarly activity policy; academic Integrity, ethical conduct, intellectual property, development of centres, institutes, visiting scholars, researchers in residence) to encompass a range of supported research activities	2009
	h. Provide a range of support to build faculty capacity for engagement in research and full support for faculty engaging in the research process (grant writing, grant management)	2010
	i. Meet the eligibility requirements for research grants from Tri-Council agencies: NSERC (Natural Sciences and Engineering Research Council of Canada), SSHRC (Social Sciences and Humanities Research Council of Canada), and CIHR (Canadian Institutes of Health Research)	2008 2009
	j. Seek AUCC membership	2010-12
	k. Increase library support for faculty research (databases, inter-library loans, subscriptions, librarian support)	2009-12

Goal	Initiative	Date
2. Develop a vibrant disciplinary and interdisciplinary research and scholarly activity culture	a. Develop Faculty-based structures with consistent Divisional Terms of Reference	2009-10
	b. Enhance student engagement in research and scholarly activities (for example, student research fairs, student/faculty research projects and publications, directed studies courses, enquiry-based learning, research assistants)	2009-12
	c. Host annual academic conferences	2009-12
	d. Promote collaborations within and outside the College (interdepartmental for sharing of resources, interdisciplinary research projects)	2009-12
	e. Develop reward and recognition structures for faculty and student research	2009-2011
3. Increase internal and external communication and networking about research and scholarly activities	a. Support publications of <i>Concourse</i> in the academic year and publish a peer-reviewed in-house journal and an annual report	2009-11
	b. Maintain and enhance a website on research and scholarly activity to provide links to grant information, conferences, other faculty etc.	2009-12
	c. Strengthen linkages with other post-secondary institutions, community agencies and other geographic and sectoral groups, and granting bodies	2009-12
4. Evaluate the effectiveness of changes based on these initiatives and make further plans	a. Develop criteria and evaluate annually for the first two years	2009-10
	b. conduct a full review of the growth of research and scholarly activity since 2005 and propose mechanisms to ensure the College's ability to continue to build capacity and to attract substantial research grants	2011