

Running a Successful Department Level Professional Development Program at a Community College with Little Access to College Funding

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Background

- 1980s – 17 faculty members
- 2005 – 4 faculty members
- 2006 – 3 faculty members
- 2007 – 2 faculty members
- 2008 – 1 faculty members

As enrollment declined faculty not replaced, and adjuncts phased out due to lack of available load

Background (continued)

- In January 2009 a new faculty member hired
- Rebuilding and redefining the program begun
- New adjuncts brought on board
- How to develop expertise needed for new elective offerings?
- We surveyed other community colleges, many have no college funding sources, it is all out of pocket^{1,2}

College Funding

- Administered by the Center for Teaching, Learning, and Assessment (CTLA)
- Fixed budget allocation from college, steadily declining in recent years
- If attending, 100% reimbursement up to \$500, 80% reimbursement if over \$500
- If presenting, 100% reimbursement
- One funded event per year

Results of Survey of Professional Development Opportunities for Two-Year Institutions and Community College Faculty:

How is Professional Development funded at your institution?

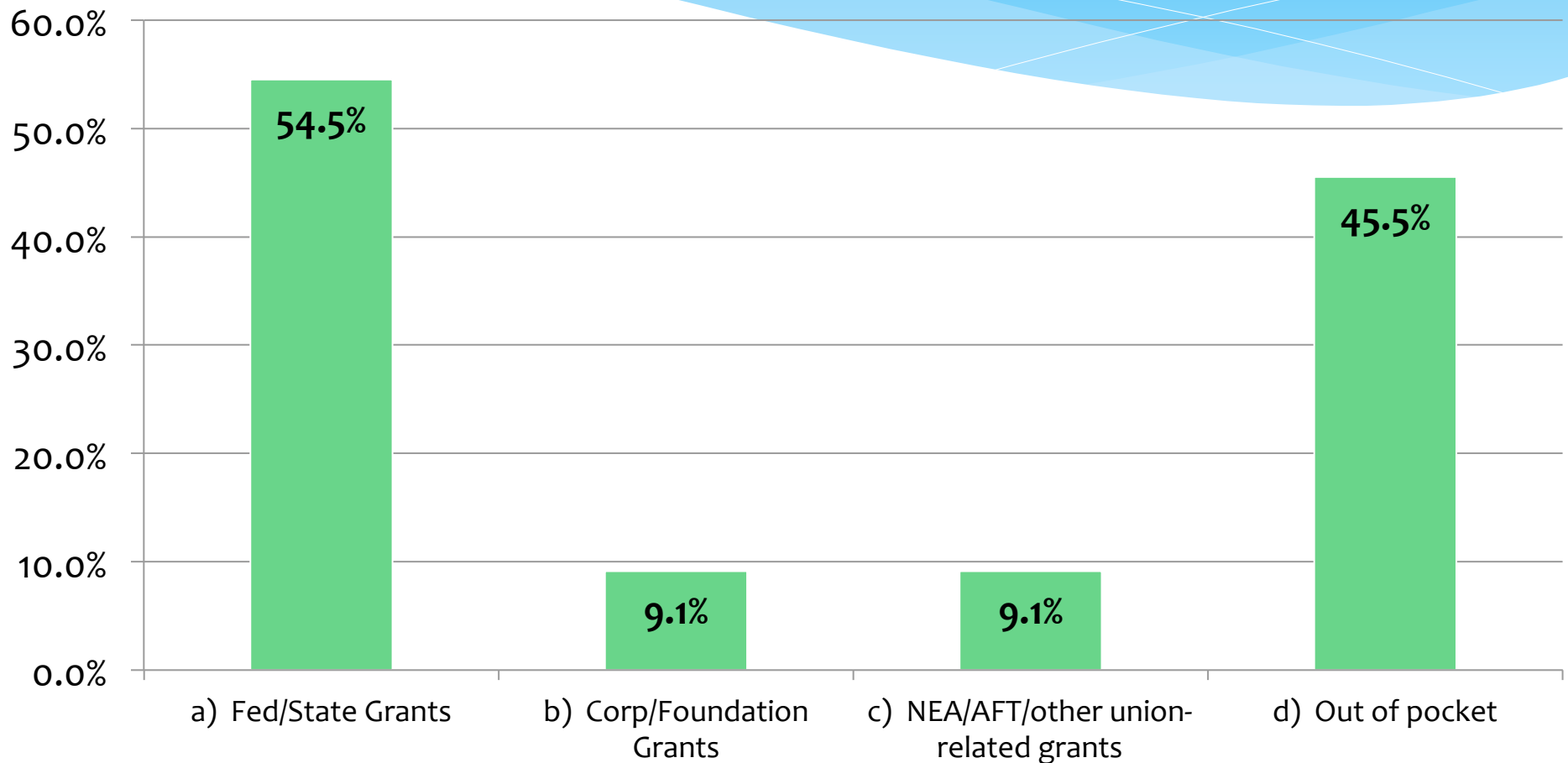
Answer Options	Response Percent
a) Individual faculty responsible for funding	14.1%
b) department level	16.7%
c) division level	20.5%
d) college level	48.7%

45.5% of faculty responsible for their own funding have to pay out of pocket!!!

Department/division/college level funding does not imply 100% coverage

Survey Results: Professional Development Funding

Self-Funding Sources



Professional Development Focus

1. Local Events

- Reduce travel costs to keep registration under \$500 limit
- Check Visitor and Convention Bureau and Chamber of Commerce websites for regional or national conferences held locally
 - 2009 American Solar Energy Society Conference
 - EMPact America Conference
- Seminars and workshops offered by State-affiliated and private universities

Local Events (continued)

Directed Energy³ workshops

- Organized by the University at Buffalo's office of Science, Technology, and Economic Outreach
- Presentations by energy companies and university researchers throughout Western NY and Southern Ontario
- Opportunity to network with businesses and faculty
- Low cost, \$35 for academia for half-day workshop

Local Events (continued)

Benefits obtained from these events:

- Grant opportunities with local and regional faculty
- Local companies have provided educational discounts and free training sessions on their products
- Local companies have provided guest lectures, trained students on products, and provided facility tours
- Received information about regional trade shows and corporate events
- Some workshops offer CEU credits
- National companies that offer free training webinars such as Solectria Renewables and Dupont

Professional Development Focus 2: Professional Organizations

- Join state-wide and national professional organizations (many community college faculty do not)
- Become active in local chapters
- Join main and divisional listservers
- Attend section and zone conferences (usually low cost, and one night of hotel)
- Attend local chapter meetings, especially if they feature a distinguished lecturer

Professional Development Focus 3: National Science Foundation funded projects

Some NSF funded projects provide full or partially funded training opportunities for two-year college faculty

Examples of NSF programs funding these projects include:

- Advanced Technological Education (ATE)
- Transforming Undergraduate Education in Science, Technology, Engineering, and Math (TUES)

Some NSF funded Centers offer technology related webinars and project repositories

NSF projects (continued)

Where to find these opportunities?

- Announcements on ASEE divisional mailing lists, such as the Engineering Technology Division listserv
- The *Teaching Technicians* website run by the Florence-Darlington Technical College⁴, is a clearinghouse for both on-site and online events

NSF projects (continued)

Examples of ATE projects that provide training:

- Consortium for Education in Renewable Energy Technologies' *Train the trainer academies*⁵
- Normandale Community College's *Plasma Aided Manufacturing training*⁶
- National Center for Optics and Photonics Education's faculty training in *Optics and Photonics*⁷
- Maricopa Advanced Technology Education Center (MATEC) webinars⁸

Professional Development Focus 4: Grants

Carl D. Perkins Career and Technical Education Act

- Federal block grant to the States, who then allocate it to colleges offering career and technical education programs
- At the college level, departments submit proposals which are then ranked by college committee and an external advisory board
- Typically used for equipment, but conferences and training can be funded if it ties in to student outcomes

Grants (continued)

“In-system” grants, for us: State University of New York

- Innovative Instruction Technology Grant
 - funded by the Office of the Provost
 - can be single campus or multi-college partnership
 - multi-tiered funding, \$5,000 to \$60,000
- Research Collaboration Fund
 - funded by the SUNY Research Foundation
 - focused on interdisciplinary, multi-campus projects
 - provide basis for further, larger scale proposals

Grants (continued)

Some National Science Foundation programs encourage partnerships between two-year and four-year institutions, and may provide higher funding as well.

Research universities are looking for new funding sources, so partnering with community colleges offers a new funding path.

ATE program requires a community college to be the lead applicant, but project can be up to 3 years with a budget of \$300,000 per year

TUES program projects can be up to 2 years with a total budget of \$200,000, or if partnering with a two year school, a total budget of \$250,000

Research Experience for Teachers (RET) Supplements, PIs can add community college faculty to their grant to give them hands-on experience in their research lab (up to \$10,000 per person)

Grant Writing – How?

NSF funded projects

- TUESTYC project⁹ – train community college faculty to write TUES proposals, presentations available online
- MATEC – *Grant Opportunities and Success Strategies* webinar¹⁰, available online

Check your state system, for example the SUNY Center for Professional Development holds online classes in grant writing

Check with your college grants office, they may run sessions as well (ours does)

Professional Development Focus 5: College Events

- Chair retreats – learn from other chairs
- Information Literacy retreat – we learned about some new tools for assessment which helped with ABET accreditation
- Grant Writing sessions

Professional Development Focus 6: Miscellaneous

- Keep up with current literature in your field, which can lead to future collaborations by corresponding with authors.
- Some conferences are now streaming all or part of the event online, which keeps cost low and doesn't require travel
- NEA Foundation grants for professional development, if your faculty union is affiliated or you are a member (up to \$2,500)

Results: Local Conferences

- NYSETA Conference at Erie Community College, Buffalo, October 2011 (2 FT Faculty, \$135 each, Dean's budget)
- Advanced Energy 2011 Conference, Buffalo, October 2011 (2 FT Faculty, 1 Tech., \$250 each, CTLA)
- WNY Career Pathways Conference, Buffalo, March 2011 (1 FT Faculty, \$25, Dean's budget)
- EMPACT Conference, Niagara Falls, September 2010 (1 FT and 2 PT Faculty and several students (\$75 per faculty and \$25 per each student, Steuben Foods)

Results: Local Conferences

- Pennsylvania GIS Conference, Johnstown, PA, May 2010 (1 PT Faculty, \$1,080, Perkins CATEA)
- NYSETA Conference at Buffalo State College, April 2010 (2 FT Faculty, \$100 each, Perkins CATEA)
- ASES National Solar Conference, Buffalo, May 2009 (2 FT Faculty, \$304 each, CTLA)

Results:

Local Workshops and Seminars

- “Energy Storage” Seminar in Amherst, May 2011 (2 FT Faculty, \$35 each, out of pocket)
- “Photovoltaics: Silicon and Beyond” Seminar in Amherst, September 2010 (2 FT Faculty, \$35 each, Perkins CATEA)
- “Biofuel Advancements” Seminar in Amherst, June 2010 (1 FT faculty, \$35, out of pocket)
- “Smart Grid Opportunities” Seminar in Amherst, April 2010 (2 FT Faculty, \$35, out of pocket)
- “Small Wind Power for Homes, Businesses, and Schools” Workshop at ASES Conference in Buffalo, May 2009 (2 FT Faculty, \$195 each, CTLA)

Results:

Local Lectures and Retreats

- “Implementation of Vehicle to Grid (V2G)”, IEEE Distinguished Lecturer Series in Buffalo, November 2011 (2 FT Faculty, \$25 each, out of pocket)
- Information Literacy Retreat at ECC, September 2011 (2 FT Faculty, free)
- Chair Retreat at ECC, 3/19/11, 5/4/10, 11/13/09 (1 FT Faculty, free)
- Critical Thinking Retreat at ECC, May 2009 (2 FT Faculty, free)

Results: Out of the Area Training

- OP-TEC “Understanding Lasers” and “Elements of Photonics” on-line courses and consecutive labs training at Camden County College, Blackwood, NJ, June 2011 (1 FT Faculty, \$1,010 courses value, NSF funded through OP-TEC; \$1,720 for travel, lodging and meals funded through ECC)
- 5-Day Entry Level Solar PV design and Installation training with Infinite Solar Inc., Philadelphia, PA, March 2011 (1 Technician, \$3,053, Perkins CATEA)

Results: Out of the Area Training

- CERET Renewable Energy Train-the-Trainer Academy in PV Education at Solar Energy International, Paonia, CO, July 2010 (1 FT Faculty, \$ 640 travel, \$1,495 course value, \$300 meals, \$600 estimated value for 1 graduate credit hour; NSF funded through CERET)
- 2-Day Workshop on Advanced RF/Plasma in St. Paul, MN, May 2010 (1 FT Faculty, \$350 travel, \$250 lodging, \$150 meals, \$ 500 Estimated course value; NSF funded through the workshop)
- Introductory PLC Training Workshop by Interconnecting Automation at Atlanta, GA, December 2009 (1 FT Faculty, \$ 2,200 for course, travel, lodging and meals; Perkins CATEA)

Results:

National/International Conferences

- Presented at 2011 IAJC/ASEE Conference, Hartford, CT, April 2011 (1 FT Faculty, \$1,050, CTLA)
- International LIDAR Mapping Forum, New Orleans, LA, February 2011 (1 FT Faculty, \$1,503, Perkins CATEA)
- IEEE Conference on Innovative Technologies for an Efficient and Reliable Electricity Supply, Boston, MA, September 2010 (1 FT Faculty, \$1,730 , Perkins CATEA)
- Presented at April APS Meeting, Washington DC, February 2010 (1 FT Faculty, \$ 1,660, CTLA)

RESULTS

3-Year Total for Professional
Development for EET Department:

\$22,154

References

- * 1. Elena V. Brewer, Anthony P. Dalessio, “Survey of Professional Development Opportunities for Two- Year Institution and Community College Faculty”, Proceedings of the 2011 IAJC-ASEE International Conference, 2011, ENT 204, Paper #150, http://ijme.us/cd_11/index.htm
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