**PROFESSIONAL DEVELOPMENT COMMITTEE**

**January 22, 2010 – Minutes**

Present: Katie Paschall, Chair Myra Walters John Connell

 Jane Charles Eileen DeLuca Scott Berthiaume

 Natala Orobello Pam Mangene-Visitor

Katie Paschall, Chair, called the meeting to order at 1:00. The minutes were read. No additions or corrections were required. Myra Hale made to motion for approval and Natala Orobello seconded. The minutes were approved.

Katie reported that the NISOD award recommendations were made and approved. Marty Ambrose and Russell Swanson received the award. Katie thanked the committee for their work and dedication to the process. Much discussion concerning the NISOD ensued. Natala was concerned about a Charlotte employee who nominated a professor, but the nomination was never considered by the committee. Katie said that no such nomination was given to the committee. It was suggested that Natala have the person contact Dr. Atkins’ office for more detail.

Katie and others expressed disappointment that there weren’t more nominees. Natala suggested a reevaluation of the nomination process and others agreed. Katie will look into the process and report on the rules the committee must follow. Myra was most disappointed on lack of student generated nominations. The committee agreed that more students need to be involved. Scott expressed that student driven nominations were most important to him. Scott reported that his students never received information about nominations. Others spoke of the e-mail or college announcement process. Students do not read them or understand their importance. It was suggested that the e-mails need to go out at least three times. Posters and other means of communicating should be used. Teachers can also make announcements in class. Some expressed reservations about that aspect because students may see it as self-serving. Jane Charles said the library would be a good central location for information and receiving nominations from students. Winners could be announced in the library so that students could see the results.

Katie said that faculty did not have a good response either. Faculty also ignore the announcements and e-mails because they receive so many, or they just forget or they don’t think it is that important. The use of these means is fast and efficient . However, the communication of the message is not getting through. It was agreed that recognition of the winners needed to be improved because the more prestige given award winners, the more likely faculty and administrators and students will participate.

The winners are now announced in the Fall Convocation. The winners, however, are contacted by NISOD almost immediately after receiving the award. There is a big time gap between receiving and announcements and enthusiasm can be lost. Perhaps the winners should be recognized in the Spring Meetings. The committee agreed to look into the announcement process.

Myra suggested that the process of nominating and selecting needs to be changed and the committee agreed. Scott wanted a simple nomination process. Eileen suggested that Deans be encouraged to nominate. The PDC expressed dissatisfaction with choosing a winner based on a paragraph or a letter, especially when the nominee is unknown to the committee. Myra’s idea was that once nominated, the PDC could ask to see the Portfolios of nominees. Nominees could choose to submit a portfolio or not submit. Because all faculty will eventually have a portfolio, this would seem to be a simple process for most. Scott also suggest that nominees could be asked to submit list of references from students, etc., The PDC could check these references. A more thorough and rigorous process could serve as an indication of how important and prestigious the award is.

Scott asked about other awards given to teachers on the separate campuses. Katie reported that Collier has the Rodin award which can be given to faculty or other employees and is not necessarily given every year. Collier has a Teacher of the Year award which is entirely student driven. Natala said that Charlotte did not have awards but expressed a desire to speak to her President about instituting some awards. Lee has no separate awards. NISOD and the President’s Award are district wide. Scott said that going through the Student Government Association might be away to get students involved.

Katie reminded the PDC of the President’s Book Club. The chosen book is Lost in the Meritocracy by Walter Kirn. Pam said that Dr. Walker’s office should have a date chosen by next week.

Katie began a discussion about the Mission Statement for the TLC. Jane read the current statement to the committee. John made the motion that we keep the statement as it is and Myra seconded. The motion carried. The committee agreed to look at the goals of the TLC and discuss them at the next meeting.

Natala asked if professors who have published receive and recognition, stipend, etc. Myra said that if a professor is to present a paper at a conference, SPD funds are expedited. Eileen said that this can also be included in the portfolio. However, now that ESC is a four year institution, publishing might be part of promotion or tenure. The PDC agreed that more recognition is needed. John reported that college announcements are a form of recognition. Natala reported that other colleges give money to encourage scholarship and wondered if a grant might serve this purpose. Myra agreed to look into the grant process and will speak with Alea Perry. Recognition could take many forms including money, a plaque or a reception.

Katie said that the theme for the meeting was recognition of work well done. The PDC agreed that whatever form it may take, recognition is important to the morale and well-being of the institution.

Natala moved the meeting be adjourned. John seconded. The motion carried.

Respectfully submitted,

Katie Paschall, Chair