

## DEVELOP FACULTY LEADERSHIP JOB DESCRIPTIONS & TRAINING

### DESCRIPTION:

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With the understanding that IECC is moving to a unified academic structure that desires to involve faculty in governance and decision making in their disciplines, IECC needs to define the role(s) we hope to have faculty play in our Guided Pathways model. These faculty positions & duties should be clearly articulated in proposed job descriptions that also include recommended compensation/release time as well as training recommendations for faculty to ensure a smooth transition. These documents will be presented to the bargaining unit for review and input before being considered "final" for faculty review & input. Faculty acceptance of this model of leadership will have significant implications for how IECC will develop the rest of its academic organizational structure.

### ALIGNMENT:

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Strategic Pillar 1.1	Reorganize as a Guided Pathways institution
Strategic Pillar 1.6	Pursue teaching and learning excellence
Strategic Pillar 2.1	Recruit and retain high-achieving faculty and staff
Strategic Pillar 2.2	Facilitate and support employee development activities

### RATIONALE:

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Shared governance and faculty involvement in academic leadership bring several benefits to both our faculty and the organization:

- Creates opportunities for faculty who have an interest in administration to gain practical experience in modest increments.
- Develops internal talent pipelines for future full-time or part-time administrative openings.
- Makes clear that the curriculum belongs to the faculty.
- Places faculty in a position where they can assess quality and appropriateness (college-level, rigor, etc.) of material at the course and pathway level.
- Places faculty in a position where they are evaluated and supported by those with subject matter expertise.
- Facilitates better communication across programs, among the faculty, and opens natural lines of communication between the faculty and the administration.
- Opens capacity for Deans of Instruction to invest more time in building systems, structures, and developing strategies to enhance teaching and learning.

### TARGET:

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This committee should include representation from the Council of Deans, Human Resources, and the Strategic Engagement Planning Council. Faculty participation and input will be solicited after initial drafts are finalized by committee.

### TIMELINE OF STRATEGIES:

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Job descriptions and necessary training should be complete by February 2023.