



Office of Institutional Research & Effectiveness

Student Retention: Stepping Stones to Student Success

Quality Enhancement Plan (QEP)

Comprehensive Professional Development Plan

July – December 2022



MILES COLLEGE QEP
**STUDENT RETENTION:
STEPPING STONES TO SUCCESS**

Oral Communication • Written Communication • Academic Advising

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What does the research say?

Faculty professional development has the potential to expand faculty effectiveness and lead academic transformation on campuses when executed properly. In 2016, \$359 billion dollars was spent globally on professional development, but the return on investment has been limited by flaws in purpose, timing, and content (Glaveski, 2019). How can faculty development be flexible to provide equitable support with a diverse offering of opportunities that create knowledge and skills that allow faculty to teach using the best pedagogical approaches (Ramsay & Dick, 2019)? Development needs to be an ongoing process that allows one to learn, reflect, and implement different techniques into practice. Faculty development cannot be discrete events with concrete outcomes.

Why is faculty professional development important?

Faculty members are key to students' learning journeys. Faculty need support, resources, and ongoing development to help them provide the best educational experiences. Molly Corbett Broad, President Emerita, for the American Council on Education, stated: "High-quality instruction has been the backbone of an American Higher Education System that remains the envy of the world. But how to measure effective teaching and gauge its impact on an ever more diverse population of students is vital if we are to dramatically increase the number of Americans able to earn a college degree" (Haras, Taylor, Sorcinelli, & von Hoene, 2017). Regardless of learning modality, faculty need skills to create inclusive and equitable learning environments to support learner growth and development.

Efforts to enhance faculty professional development capacity and systematically assess its impacts are essential to measure the quality of current offerings and provide recommendations for designing programs that meet the changing needs of learners, faculty, and institutions (Haras, Taylor, Sorcinelli, & von Hoene, 2017).

What does SACSCOC require?

An example of how higher education institutions adopt and provide professional development comes from the Southern Association of Colleges and Schools Commission on Colleges, a regional accrediting agency. They require that accredited institutions develop a Quality Enhancement Plan based on their institutional assessment that focuses on learning outcomes and environments that support student learning. The Quality Enhancement Plan provides an opportunity to engage faculty with the goal of enhancing overall institutional quality and effectiveness (Southern Association of Colleges and Schools Commission on Colleges, 2018).

What does Miles College's Policy and Procedure say?

Miles College provides ongoing professional development opportunities for faculty members as teachers, scholars, and practitioners, consistent with the institutional mission. (*Faculty Handbook, Revised 2020*)

What does Miles College Mission Statement say?

Miles College is a senior, private, liberal arts Historically Black College with roots in the Christian Methodist Episcopal Church. The College through dedicated faculty cultivates students to seek knowledge that leads to intellectual and civic empowerment. Students are transformed through rigorous study, scholarly inquiry, and spiritual awareness, thereby enabling graduates to become responsible citizens who help shape the global society.

What does SACSCOC Standard 6.5 say?

The institution provides ongoing professional development opportunities for faculty members as teachers, scholars, and practitioners, consistent with the institutional mission. (*Faculty Development*)

SACSCOC Rationale:

Faculty members are at the core of institutional mission-driven activities, and therefore need to stay current, improve their own knowledge and skills, and have the opportunity to actively participate in their profession, including (as appropriate) conducting research, and engaging in scholarship and clinical practice. In order to establish and sustain a culture where faculty professional development is valued and pervasive, it is important that institutions develop a systematic and comprehensive approach to offering and supporting activities and programs that assist and encourage members of the faculty to pursue professional development. Because of the wide range of institutions within the SACSCOC membership, faculty development policies should be crafted—and reviewed—in light of the institution's mission.



MILES
COLLEGE

Miles College
Quality Enhancement Plan (QEP) Comprehensive Professional Development Plan
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Who?	What?	When?	Where?	Why?
Staff (12-month employees)	QEP 101	May 26, 2022 11 am – 12:30 pm	Zoom	<i>SACSCOC Standard 7.2</i>
Faculty (ALL)	QEP SACSCOC On-campus Interview	August 3rd & 12th, 2022 10:00 am – 11:30 am	Pearson Hall	<i>SACSCOC Standards 7.2 and 6.5</i>
Faculty • EN101 • EN102 • SPE111	<i>Pearson</i> MyLab Writing	August 19, 2022 11 am – 1 pm	Zoom	<i>SACSCOC Standards 7.2 and 6.5</i>
Faculty • EN101 • EN102 • SPE111	<i>Pearson</i> Smarthinking Online Tutoring	August 26, 2022 11 am – 1 pm	Zoom	<i>SACSCOC Standards 7.2 and 6.5</i>
Faculty • EN101 • EN102 • SPE111	VALUE Rubrics	September 16, 2022 11 am – 1 pm	Zoom	<i>SACSCOC Standards 7.2 and 6.5</i>
Faculty • EN101 • EN102 • SPE111	Professional Learning Communities	September 30, 2022 11 am – 1 pm	Zoom	<i>SACSCOC Standards 7.2 and 6.5</i>
Faculty • EN101 • EN102 • SPE111	VALUE Rubrics	October 21, 2022 11 am – 1 pm	Zoom	<i>SACSCOC Standards 7.2 and 6.5</i>
Faculty • EN101 • EN102 • SPE111	<i>Pearson</i> MyLab Writing Smarthinking Data Dashboard	November 11, 2022 11 am – 1 pm	Zoom	<i>SACSCOC Standards 7.2 and 6.5</i>
Faculty • EN101 • EN102 • SPE111	Professional Learning Communities	November 18, 2022 11 am – 1 pm	Zoom	<i>SACSCOC Standards 7.2 and 6.5</i>
Faculty • EN101 • EN102 • SPE111	QEP Syllabus Alignment/Oratorical Topic/Assessments	December 2, 2022 11 am – 2 pm (additional hour)	Zoom	<i>SACSCOC Standards 7.2 and 6.5</i>

Who?	What?	When?	Where?	Why?
Academic Advisors	NACADA Toolkit	August 24, 2022 10 am – 12 noon	LRC	SACSCOC Standards 7.2 and 6.5
Academic Advisors	Academic Advisor's Book Club	September 28, 2022 10 am – 12 noon	LRC	SACSCOC Standards 7.2 and 6.5
Academic Advisors	NACADA Toolkit	October 19, 2022 10 am – 12 noon	LRC	SACSCOC Standards 7.2 and 6.5
Academic Advisors	NACADA eTutorials (3.5 weeks) (5 Advisors)	November 2 – December 6, 2022	Online	SACSCOC Standards 7.2 and 6.5
Academic Advisors	Academic Advisor's Book Club	November 16, 2022 10 am – 12 noon	LRC	SACSCOC Standards 7.2 and 6.5
Academic Advisors	NACADA Toolkit	December 14, 2022 10 am – 12 noon	LRC	SACSCOC Standards 7.2 and 6.5

*SACSCOC- Southern Association of Colleges and Schools Commission on Colleges

*VALUE Rubrics- Valid Assessment of Learning in Undergraduate Education

*NACADA- National Academic Advising Association

*LRC- Learning Resource Center

“Don’t view professional development as a burden, but as your institution’s secret weapon to being competitive.”

-Aaron Basko
The Chronicle of Higher Education,
2022

“Researchers have noted a strong correlation among quality instruction, student learning and student retention.”

-American Council of Education
(ACE), 2020

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