

8-Step Process Implementation/Improvement Plan (PIIP)

Electronic Form

Richland College employees use the **8-Step Process Implementation/Improvement Plan (PIIP)** to document implementation of new processes/programs and improvement of existing processes/programs.

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| 38 | PIIP Process Name: Diversifying Adjunct Faculty Ranks |
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| | Step | Responsible Party | Check Status |
|-----------|---|-------------------|---------------|
| Part 1 | 1. <i>Anticipated Completion Date: January 2006</i> | | |
| | 2. <i>State implementation/improvement need and identify its related Strategic Planning Priority</i> Richland needs greater diversity among adjunct faculty ranks. This is related to SPP #4. Improve Efficiency and Effectiveness of College Functions and Operations | Academic Council | In Progress |
| | | | X Complete |
| | 3. <i>List owner(s) of new process/program or improvement:</i> Academic Council | Note: Leave blank | In Progress |
| | | | X Complete |
| | 4. <i>Identify root cause leading to this process implementation/improvement:</i> Low number of African American, Hispanic, Asian American and Native American adjuncts relative to RLC student body demographics. | Note: Leave blank | In Progress |
| | | | X Complete |
| | 5. <i>Develop proposed solution, including measurement/evaluation plans and budget implications/business plan:</i> Measurement: A 20% increase in new adjunct faculty hires that are African American, Hispanic, Asian American and Native American by January 2006. Solution: 1. Hold adjunct faculty hiring fairs on campus 2. Recommend BOT waive 1 year of experience if taking part in professional development 3. Targeted marketing and outreach to associations, graduate schools, and ethnic media. Budget: Media buys Extra Service Contracts for outreach efforts | Academic Council | X In Progress |
| | | | Complete |

After you complete Part I, e-mail copies of this form to your dean or supervisor and to Fonda Vera, Institutional Research Office.

Submitted:
February 2005
Completed
February 2006

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| P a r t 2 | 6. <i>Describe implementation/pilot approach:</i> An Adjunct Faculty Recruitment Fair was held in Fall 2005 with direct mail to targeted professional associations. The Adjunct Faculty Office and Employee Services worked together to execute the program. | Zarina Blankenbaker, Tom McLaughlin, & Pat Bollin | <input type="checkbox"/> In Progress <input checked="" type="checkbox"/> Complete |
| | 7. <i>Report outcomes related to measures identified in Step</i> While the goal of a 20% increase in adjunct faculty representation from target groups was not met, there was a 9.6% increase in adjunct faculty from the target groups from SP 05 to SP 06. | Academic Council | <input type="checkbox"/> In Progress <input checked="" type="checkbox"/> Complete |
| | 8. <i>Describe hard copy or electronic method(s) for disseminating results:</i> Results shared with Academic Council and ThunderTeam. | Cindy Castañeda & Jean Conway | <input type="checkbox"/> In Progress <input checked="" type="checkbox"/> Complete |
| | 9. <i>Evaluate and describe success of this process (Steps 1-8)</i> The Adjunct Faculty Recruitment Fair was well attended and received positive evaluations from attendees. There was an increase in the diversity of adjunct faculty from the target groups. Efforts to continue to diversity the Adjunct Faculty will continue. | Cindy Castañeda | <input type="checkbox"/> In Progress <input checked="" type="checkbox"/> Complete |

After you complete Part 2, e-mail copies of this form to your dean or supervisor and to Fonda Vera, Institutional Research Office.

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February 2005
Completed
February 2006**