

Faculty/Staff Development Master Plan to create premier work environment

BCC's Human Resources Department is rolling out the Faculty/Staff Development Master Plan, designed to create a premier work environment at the college. The plan's five-pronged approach, detailed in a brochure recently distributed through interoffice mail, begins with effective recruitment and carries through to ongoing two-way communication. Following are the master plan goals and strategy highlights.

- **Recruitment and selection.** The college will improve recruiting and selection by creating new strategies for hiring, developing an Affirmative Action Plan to reach racial and ethnic parity, expand community outreach, marketing to a larger, more diverse pool of applicants, creating a staffing plan that allows for enrollment fluctuation and succession planning, and improving hiring of adjunct faculty.
- **Orientation, training and professional development.** BCC is committed to providing comprehensive orientation experiences, offering an assessment-based professional development program, and implementing a management development refresher program.



Faculty/Staff Development Master Plan brochure

- **Diversity and cultural competencies.** Culturally appropriate and competent services, programs and interventions will be offered through diversity training. Cultural competency and diversity will be included in supervisory training and orientation programs.

- **Rewards and recognition.** BCC will strengthen its reward and recognition programs by creating new award opportunities, adding adjunct faculty and part-time employee recognition programs, implementing a reward program for innovation, and incorporating a diversity recognition program.
- **Strengthen communication.** Consistent messages will be communicated using the college website, *On Target*, and other communications tools. The college also will incorporate new ways to communicate policy and procedures such as hosting open forums and town meetings and creating human resources teams to meet with employees to discuss benefits, professional development, and all other concerns.

“We hope this plan will not only highlight existing opportunities, but also allow more faculty and staff to participate in and contribute to these programs in the future,” said Edna Chun, BCC’s vice president for human resources & equity. “We anticipate that the plan will make a difference not only in terms of individual growth, but institutional growth in fulfilling BCC’s mission and goals.”