

Faculty Learning Community Do's	Faculty Learning Community Dont's
<p>DO:</p> <ul style="list-style-type: none"> • Prepare, prepare, prepare. • Have the curriculum fully mapped out ahead of time, even if you digress from it. • Have the faculty FLC member sign a “contract” with specified meeting times and dates ahead of time, so they understand this is a serious commitment. • Determine how much of an online presence you want. Will you be communicating through email or learning management system? • Go over any ground rules the first day. • Keep what is said at the meetings confidential. • Spend time finding out if everyone is on the same page with expectations, and terminology. • Continue to value and encourage participants even when the political landscape and special interests threaten to unglue the FLC! A focus on developing faculty expertise seemed to help steer us away from contentious issues. • Use an LMS to collect the deliverables... it is a time saver when it comes time to write the report! • Have a “time certain” agenda for some of the discussions to ensure participants feel that all of the objectives are addressed; faculty appreciate a roadmap and linear path. • Balance having tasks highly relevant to and focused on members’ own classes and the larger university and system initiatives. • Stick to your meeting schedule, and delegate reminders to an administrative coordinator • Hold faculty accountable for each deliverable. Even if you lose a few in the process, the reputation for rigor and the respect for the participants that do follow through with their commitments is worth it. • Have some deliverables that are formative assessments. This gives room for perfectionist faculty to be ok with giving you a deliverable that is less than perfect! 	<p>DON'T:</p> <ul style="list-style-type: none"> • Assume your faculty are that different from your students. They will bring their own biases, encounter resistance to learning new ideas, sometimes fail at their own learning— just like any students will. • Underestimate the responsibility and demands of facilitation. • Give up on faculty who seem not to make progress. Everyone conceptualizes and writes at different speeds- • Have a facilitator who hates to ask people to do things. The members agreed to do these things. • Panic. The process is a difficult one, but after 1 year the FLC group will have built trust, internal support, assessment skills, and consensus if you facilitate with patience and an eye on the big outcomes! • Skimp on the professional development compensation for completion of the FLC. The faculty work hard during the year long FLC and although none of them do it only for the funds, many appreciate having the resources to purchase technology or travel to a conference.