

## Supporting Faculty in HIPs

<b>High Impact Strategy</b>	Develop and support faculty/instructional staff to deliver evidence-based, quality community-engaged HIPs that provide career relevant experiences for UW-Parkside students.	
<b>Rationale</b>	<p>In order to prepare graduates to be active citizens and engaged professionals, UW-Parkside needs to strengthen policies and practices for selecting, developing, supporting, rewarding and deploying faculty and staff who participate in the community-engaged HIPs of internships and CBL. (Objective in 2017 UW-Parkside Civic Action Plan). Research shows that for students to receive full benefit of HIPs, they must be high quality experiences. Research also shows that faculty who engage in HIPs can benefit from better student evaluations and broader outlets for publication and professional recognition. Nevertheless, they need training, tools and support to implement these effective learning practices in a quality way. Moreover, compensation/recognition for the extra time it takes to implement community-engaged HIPs would provide further incentive for faculty to participate. For the past three years, the Community Engagement unit has presented a CBL Summer Workshop for faculty. Twenty-five faculty and teaching staff have completed the training and are either teaching new CBL courses or have improved existing CBL courses. Expanding this type of training and participation throughout a longer time period will allow for continual development and more of a community of practice experience. The CBL Fellows program will follow the successful model of the Wisconsin Teaching Fellows program, including an intensive week long institute at the beginning of summer followed by regular meetings and interactions during the summer, and seminars, discussions, and sharing throughout the following academic school year. In addition, a two day summer training on best practice in internship supervision and evaluation will provide faculty/instructional staff with the tools to better support our students in internships. Annual training on best practices in internship supervision and CBL as well as a recognition/compensation system will motivate more faculty to try and continue to engage in high quality, community engaged HIPs.</p>	
<b>Desired Result</b>	Faculty are prepared and compensated for embedding HIPs into the curriculum resulting in better and expanded opportunities for civic and career-relevant experiences for students.	
<b>Work Team</b>	Dr. Penny Lyter, Faculty Director for CBLR, CBLR Steering Committee, Debra Karp, Director of Community Engagement, Amy Garrigan, Community Engagement Specialist and Mary Waid, Internship and On-Campus Employment Specialist	
<b>Potential Costs *</b>	Stipends for internship workshop participants (10 x \$400)-- May, 2019	\$4,000
	Expert guest speakers for internship workshop—May, 2019	\$1,000
	Food for workshop—May, 2019	\$400
	Faculty HIP/CBL/Internship recruitment session -food—Jan, 2019	\$400
	Expert Guest Presenter Fee for CBL Fellows Workshop—,May, 2019	\$500
	Stipend for CBL Faculty Fellows Workshop Facilitator—May –Aug., 2020	\$5,000
	Stipends for CBL Faculty Fellows (8 x \$1,800)— May 2019 - May 2020	\$14,400
	Expert guest speakers for CBL Fellows summer workshop May, 2020	\$500
	Food and shuttle costs –summer, 2020	\$750
	Funding for course expenses—Fall, 2019 and Spring, 2020	\$1,600
	<i>Banked course release time or other compensation for faculty teaching CBL courses and supervising internships.</i>	<b>TBD</b>
	<b>TOTAL PROJECT COST *</b>	<b>\$28,050 annually</b>
	<i>*NOTE: These expenses will be incurred on an annual basis</i>	
	Syllabi for CBL and Internship courses reflect best practice in HIPs (Reviewed by CBL Steering Committee and Internship Faculty Reps)	Starting 2019 Fall Semester, for internships and CBL
	First Faculty Internship Workshop	May, 2019

<b>Deliverables &amp; Timeline</b>	CBL Fellows Workshop and ongoing training	May 2019, 2020-2021
	CBL course banked time/faculty stipend or other compensation plan policy in place	Fall, 2019
<b>Measures of Success</b>	<ul style="list-style-type: none"> <li>• Increased number of faculty trained in HIPs (high impact practices)</li> <li>• Increased number and diversity of CBL courses offered (departments, level)</li> <li>• Increased number of student internship opportunities</li> <li>• Increased number of student internship experiences</li> <li>• Increased percentage of under-represented student HIP experiences, particularly in freshman and sophomore years</li> <li>• As the numbers of under-represented students increase participation in CBL courses, the percentage of students indicating achievement of learning outcomes will be maintained.</li> <li>• As the number of first and second year students increase participation in CBL courses, the percentage of students indicating achievement of learning outcomes will be maintained.</li> </ul>	