North Carolina Community College System
Global Education Action Plan Template

College:_____Sampson Community College___Date:___03/07/01_____

Name of College President:__William C. Aiken_____

Name of Campus Global Education Director:__NA_____

Names of Global Education Committee/ Team Members:

_Sue Miller_____

__Louise Fann_____

__Amy Noel_____

__Julaine Field_____

__Laurie Hamilton_____

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January 24, 2001

1. NEED

(What conditions or circumstances exist which need improvement? Identify the needs.)

Task	Responsibility	Completion Date	Verification
1. To integrate cultural awareness components into all curriculum courses, applicable extension courses (Continuing Education) and all campus activities	1. Academic dean through instructors and SGA coordinator	1. Ongoing	
2. To specifically address a multicultural component in all sections of College Student Success	2. Academic dean through instructors	2. Fall 2001	
3. To institute a mediation service for faculty, staff, and students to assist in dealing with interpersonal and work-related conflicts.	3. Community Outreach Counselor	3. Fall 2001	
4. To employ full-time faculty/staff persons to assist international language-speaking students	4. President of College	4. 2001-2002 and ongoing	
5. To assist faculty and staff in foreign language skills and heighten multicultural awareness	5. Academic Dean	5. Ongoing	
6. To develop customized seminars and courses that reflect a global perspective	6. Program Deans, Small Business Center	6. Summer/Fall 2001 and ongoing	
7. To establish a Global Education Committee to include SCC Board members, faculty, staff, administrators, and representatives of business and industry	7. President	7. May 2001	
8. To develop a Language and Cultural Skills Center	8. President and Deans	8. Fall of 2001 and ongoing	
9. To initiate and develop a Global Education Consortium with other community colleges	9. President	9. April 2001 and ongoing	
10. To revise SCC's Mission and Vision Statements to reflect a global perspective	10. Global Education Committee	10. Summer 2001	

2. RELATED EFFORTS

(To your knowledge, what has previously been done by this or any other institution to satisfy these needs?)

Task	Responsibility	Completion Date	Verification
1. Multicultural awareness components are currently incorporated in the following : OST 286, 289 ANS 210, 140 ACA 111 SOC 210 Conversational Spansh Swine Production in Spanish Command Spanish African-American History month activities African-American Student Union and Choir Native Indian History Month Awareness Women's History Month Awareness Various cultural events sponsored by SGA and Student Support Services	1. Academic deans through instructors, and student organizations	1. Done	1. Course Outlines
2. ACA 111 pilot course component	2. Academic dean through instructors	2. Spring 2001	2. Course Outline
3. Mediation Seminar and implementation plan	3. Community Outreach Counselor	3. Spring 2001	3. Completion of seminar and approved implementation plan
4. None	4. NA	4. NA	4. NA
5. Training extension instructors to teach Command Spanish; release time granted for professional development in international languages	5. Con Ed Department, Academic Dean	5. Ongoing	5. Classes held, professional development pursued
6. Employment training in Intro to Nurse Aide and Employability Lab	6. HRD department	6. Ongoing	6. Student follow-up indicating economic advancement
7. None	7. NA	7. NA	7. NA
8. ESL services: on-site customized courses for business	8. Basic Skills Dept.	8. Ongoing	8. Class enrollment data and instructor contracts
9. None	9. NA	9. NA	9. NA
10. Current Mission and Vision Statements	10. NA	10. NA	10. Current Statements

3. CLIENTELE

(What group or groups are the intended beneficiaries of this initiative?)

Task	Responsibility	Completion Date	Verification
1. Faculty, students, community, business and industry 2. Students 3. Staff, faculty and students 4. College and surrounding community 5. Staff, faculty and business community 6. Employers, employees and business community in general 7. College and surrounding community 8. Students and community members 9. SCC college community and other participating colleges 10. SCC community			

4. COLLABORATIVE EFFORTS

(Will any other agency(ies) or organization(s) be involved in collaboration or partnership in this initiative?)

Task	Responsibility	Completion Date	Verification
1. Outside agencies for training and other Community Colleges through Distance Learning 2. None 3. Fayetteville Dispute Resolution Center 4. None 5. Outside agencies for training 6. Other Community Colleges through Distance Learning and the ESC 7. Globalization consultants 8. Globalization consultants 9. Other community colleges 10. None			

5. OBJECTIVES

(What are the specific and measurable ends to be achieved by the proposed project? These should be related to the needs identified in Section 1.)

Task	Responsibility	Completion Date	Verification
1. To heighten multicultural sensitivity and awareness among student and faculty 2. To heighten multicultural sensitivity and awareness among students 3. To promote a harmonious college community 4. To better serve students with English language and cultural challenges; to enhance curriculum opportunities 5. To improve the ability of all faculty and staff to serve multiculturally diverse students 6. To improve the quality and skills of the workforce available to business and industry; to assist business in enhancing global competitiveness 7. To promote implementation of global awareness initiatives at SCC 8. To provide a resource to improve language and cultural skills of college personnel and community members 9. To better utilize campus and consultant resources; to combine efforts for grant acquisitions 10. To revise Mission and Vision Statements and incorporate into college literature			

6. PROCEDURES

(How will the objectives be met? What activities or experiences will be provided and how are these expected to accomplish the stated objectives?)

Task	Responsibility	Completion Date	Verification
1. Train instructors and deans to integrate a multicultural awareness component into all curriculum courses and applicable extension courses; encourage additional multicultural activities for staf and students; develop and implement criteria for assessing integration effectiveness	1. Academic Deans, Instructors, SGA Coordinator	1. Ongoing	1. Monitor program offerings, course outlines, student and staff activities
2. Develop and include a diversity component into all sections of ACA 111	2. Instructors	2. Fall 2001	2. Course syllabi and student evaluations
3. Train 5 staff members to serve as mediators; organize a Mediation Service Committee; provide a mediation awareness seminar for faculty and staff; publicize and implement a mediation service for faculty, staff and students	3. Community Outreach Counselor	3. Fall 2001	3. Completion of scheduled training and implementation of service
4. Employ full-time faculty/staff persons and incorporate a preference for bilingual capabilities in future hiring	4. President of College	4. 2001-2002 and ongoing	4. Fill new staff positions; add bilingual capabilities to hiring criteria
5. Provide and promote staff and faculty training in international language skills and multicultural awareness through staff development , in-house courses, and other opportunities such as: global library resources, lecture series, and Sister College Partnership; provide incentives.	5. Academic Dean	5. Ongoing	5. Professional Development Plans of faculty and staff
6. Develop and implement customized courses and seminars	6. Deans	6. Summer/Fall 2001, ongoing	6. Course development, marketing and completion
7. Add Global Education Committee to SCC's committee structure	7. President	7. May 2001	7. Committee added; members appointed
8. Secure facility; establish staffing; develop tutoring and mentoring services; develop/purchase multimedia tutorials; support cultural student organizations	8. Board, President	8. Fall 2001, ongoing	8. Plans developed and board approval
9. Invite member colleges of current Distance Learning Consortium to collaborate on global education issues	9. President	9. April 2001	9. Consortium formed
10. Formulate revised Mission and Vision statements and submit through appropriate channels	10. Global Education Committee	10. Spring 2001	10. Mission statement revised and integrated into college literature

7. EVALUATION

(By what means will it be possible to determine the extent to which initiative objectives have been accomplished? What criteria will be used for evaluation?)

Task	Responsibility	Completion Date	Verification
1. Monitor program offerings, course syllabi, student and staff activities and adherence to integration criteria	1. Academic Affairs Committee	1. Semester	
2. Monitor course syllabi and assess student evaluation forms	2. Academic Dean	2. Semester	
3. Successful completion of mediation sessions; satisfaction of faculty, staff and students completing mediation sessions as judged by evaluation forms	3. Student Services	3. Ongoing	
4. Employment of full-time bilingual staff persons	4. President's Office	4. Ongoing	
5. Monitor Professional Development Plans and evaluate College Services surveys	5. Deans	5. Annually	
6. Feedback from employers of trained students; Repeated utilization of courses by students and businesses	6. Deans; Research and Planning Assistant	6. Ongoing	
7. Minutes of committee meetings; college survey results	7. Committee chair	7. Ongoing	
8. Feedback from student and community members	8. Language Skills Center coordinator	8. Ongoing	
9. Satisfaction of consortium members and procurement of funding	9. President	9. Ongoing	
10. SACS review	10. SACS committee	10. Ongoing	

8. BUDGET

(List an estimated total cost for the initiative and give some general idea of the major categories of funds, for example, personnel, travel, supplies, etc., that will be needed. A highly detailed budget is not necessary, as this will be developed later.)

Task	Responsibility	Completion Date	Verification
1. Cost of training faculty and staff; cost of additional multicultural student and staff activities: $5,000 2. NA 3. Cost of training faculty and staff: $500 4. Salary for one or more full-time position, possible salary increase for more highly qualified personnel: $40,000-$75,000 5. Cost of staff development and in-house training courses; increased library holdings, guest lecturers, travel, faculty/staff incentives: $15,000 6. Use of NCIH: $2,000 per semester, adjunct faculty salary: $1,000 per semester 7. NA 8. $250,000 (financed with grant money) 9. NA 10. NA	President and Dean of Finance and Operations	Ongoing	Included in budget

9. COMMITMENT

(What kind of commitment—money, time, space, etc.—is the institution willing to make toward implementation of the initiative?)

Task	Responsibility	Completion Date	Verification
Money budgeted for globalization efforts Approved release time for faculty and staff Use of NCIH classroom Site for language center			

10. ADDITIONAL INFORMATION OR COMMENTS:

Task	Responsibility	Completion Date	Verification

Abstract:

(one page abstract of the Global Education plan outlined above)

College name: Sampson Community College **Date: 02/05/01**

Summary of Proposed Action Steps

Please submit a one-page summary of the action steps your team worked on while at this conference. This must be turned in on disk prior to the end of the conference. Several campus teams will be randomly chosen to present their summary at the last session of the conference.

Title: Abstract of Global Action Plan for Sampson Community College

Collaborators: Sue Miller, Laurie Hamilton, Julaine Field, Louise Fann, and Amy Noel

Analysis: Sampson Community College has identified a need to further develop and expand its global education practices on several different levels. At the current time, some curriculum and extension courses, as well as student activities, include a multi-cultural awareness component. Other curriculum courses offer special considerations and practices for non-English speaking students. An implementation plan for mediation services has been approved and is currently in place. Extension instructors have received training in order to teach Command Spanish. SCC currently grants release time for professional development in international languages. The HRD department conducts employment training and facilitates an employability lab for non-English speaking clients.

While these practices are very relevant and much needed, SCC has acknowledged the urgency to expand its existing practices and to develop new ones in order to meet the ever-changing needs of students, faculty, staff, and the community. A need exists for ongoing efforts to integrate cultural awareness components into all curriculum and extension courses. Providing faculty, staff, and students with an effective means of resolving interpersonal and work-related conflicts through mediation services is imperative. SCC has an urgent need for full-time faculty/staff persons to serve and assist students and visitors with language and cultural challenges. Assistance for faculty and staff in acquiring international language skills and cultural awareness is also an identified need.Currently there is a lack of multicultural sensitivity and awareness training for the college community. Courses for business employers and employees, dealing with culturally relevant work practices as well as the global marketplace, need to be developed.

In order to satisfy these needs, SCC's Global Education Team has outlined a series of procedures to implement the necessary changes. Instructors will receive training on integrating multicultural awareness components across the curriculum. A section on diversity will be added to all sections of ACA 111 in the fall of 2001. Several staff members will be trained in mediation practices. Mediation awareness seminars will be provided for all faculty and staff. A mediation service will be put in place for faculty, staff, and students during the fall 2001 semester. Funding for full-time faculty/staff persons, space, training, materials, and other resources will be requested in next year's budget. Ongoing training will be provided to promote professional development in language and multicultural awareness. Release time for such training will be granted as an incentive. Courses dealing with culturally relevant work practices and the global marketplace will be developed and implemented during the summer and fall of 2001.

By these means, multicultural sensitivity and awareness will be heightened among students, faculty, staff, and the community. Satisfactory resolution of conflicts will promote a harmonious college community. International language-speaking students and visitors will be better served by a bilingual staff. A trained faculty and staff who have an awareness of multiculturally sensitive issues will better serve a diverse student body. Tailoring courses to fit the needs of business and industry will improve the quality and skills of the workforce and will expand area businesses in the global marketplace. All of these services will in turn enhance curriculum opportunities, create more opportunities for advancement through education, and expand the student population base thereby furthering the mission of Sampson Community College *where students come first!*