Overarching Recommendation—Standing Oversight Committee:

- **Recommendation 1:** Establish a “Faculty Development and Institutional Climate” (FDIC) committee or other institutional entity to continue the work of Project ACCEPT, to monitor implementation of changes, and to continue identifying best practices to address the culture, climate and experience of instructors at PCC.

Recommended Action Items:

**PCC Structure and Culture**
- **Recommendation 2:** Provide all instructors at PCC, regardless of part-time or full-time status, the opportunity to participate in decision-making functions of the institution.
- **Recommendation 3:** Provide all instructors at PCC, regardless of part-time or full-time status, the necessary information and support to perform the functions of their position.

**Faculty Development and Training**
- **Recommendation 4:** Create a best-practices orientation system for all instructors, so that all new faculty receive the necessary training and resources to begin their work at PCC.
- **Recommendation 5:** Provide all instructors at PCC, regardless of part-time or full-time status, awareness of and support for professional development and training opportunities.
- **Recommendation 6:** Provide faculty development opportunities specific to the needs of instructors at different stages in their careers.

**Data**
- **Recommendation #7:** Adjust and continue data gathering practices so that PCC captures the information necessary for determining the impact of the part-time/full-time faculty ratio on the culture, climate and experience at PCC.
- **Recommendation 8:** Utilize institutional data and national research to make recommendations regarding best practices.