

IB2F

Industry Bridge to Faculty

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Creation of IB2F



InnovATEBIO held a national symposium on Emerging Trends in Biotechnology Education in June 2023.



What was novel about the symposium was 21 state (cross functional) teams were invited to participate.



The NC state team had representation from community colleges, industry workforce and our trade association.



Each state team was charged with understanding their ecosystem and producing a plan based on needs expressed during the event.



NC decided our largest need, which could be addressed by the team, was recruiting faculty from industry, hence IB2F or industry bridge to faculty.

IB2F cont.

This session will cover:

What is IB2F?

What is the process?

Where we are in the process?

Results to date

Next steps

Q&As



What is IB2F

Industry Bridge to Faculty (IB2F) came out of a needs assessment for the state of North Carolina at the InnovATEBIO Summit, as a gap in our ability to offer first class training and instruction to our incumbent Biopharmaceutical Technicians.

What is the Process:



The process is simple:



Identify Community College partners that would benefit from hiring such individuals



Identify outgoing workers from our local industries



Schedule an information session



Provide outgoing industry workers the knowledge on how to become adjunct or full-time instructors at our area community colleges

Event Agenda Example:

- 6pm-6:30pm: dinner and networking
- 6:30pm-6:45pm: panel member introductions
- 6:45pm-7:30pm: panel members answer questions
- 7:30pm-8pm: networking with CC representatives at tables

Where are we in the Process:

- After the first information session
 - We shared the meeting attendees information with their perspective colleges
 - Some of the colleges have followed up with the attendees when they had position openings
 - We established a LinkedIn Profile to share information about job openings with our attendees and encourage them to connect with us.
 - We created event guidelines that are posted on InnovATEBIO's website
 - We are scheduling another event in the near future: our theme is a fire side chat this time around. We want this to be a little more informal, but informative.



IB2F Guidelines



Our Information Session:

Results to date:



We had the attendees complete a survey as they exited the information session:



Here are the questions:



Did this program provide helpful information regarding how to become an instructor at a community college biotech program?



Based on the information presented and discussed tonight, are you interested in instruction at a biotech community college program?



Would you like to meet with a community college faculty member to learn more about instruction prospects?



Which college(s) did you find that you are interested in? Please list the college(s) below.



If your answer is yes to question 4, please print your name and email contact below.

Results to date continued: Quantitative Data



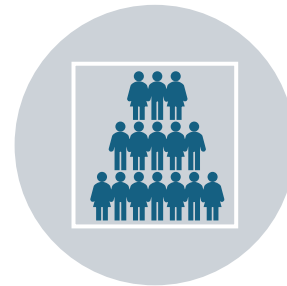
92% of the survey completers agreed that the event provided helpful information regarding how to become an instructor at a community college. One said the “why” wasn't addressed.



41.17% of attendees said they were interested in meeting with a community college faculty member to learn about instruction prospects



83.33% said they were interested in some degree in being an instructor



Total Attendance: 31 (14 team/panel members and 17 potential instructors)

Results to date continued: Qualitative Data



“THIS WAS EXCELLENT! THANKS FOR THE OPPORTUNITY.”



“VERY HELPFUL”



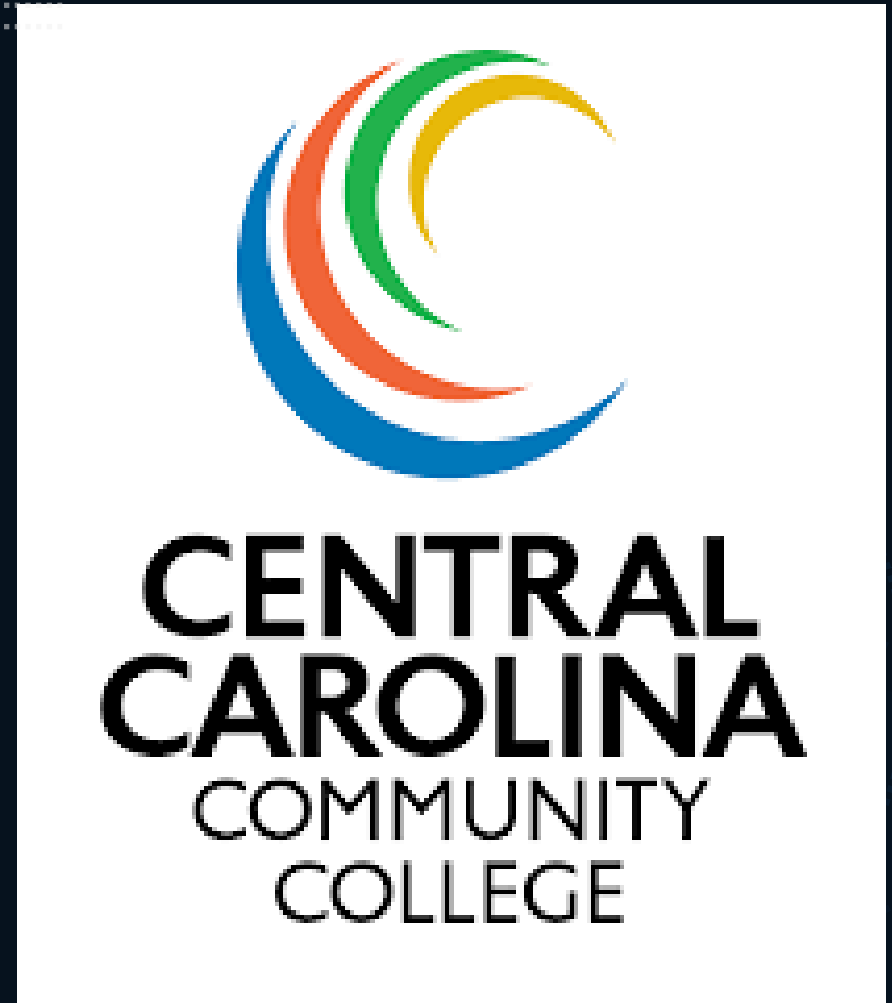
“VERY GOOD INTRODUCTION TO BIOTECH PROGRAM”



“HELPED UNDERSTAND THE RESPONSIBILITY OF RESOURCES OR EXPERIENCE TO TEACH THE CLASS. KNOWING THERE WAS A FRAMEWORK OF EXPECTATION HELPED KNOW THE EXPECTATION”

Results: Local Outcomes: CCCC

- Advisory board members: 3
- Visited class: 2
- Informational interview: 1
- Interested in future teaching opportunities: 3
- “Big takeaway is that there are opportunities to engage and include industry in addition to teaching a full class.”-Lisa Smelser, EdD Department Chair/
Director of Biotechnology Programs and Grants



Results: Local Outcomes: Wilson CC

- Due to the small size of the college, they do not currently have any hiring needs. However, they have been engaging with one of the attendees, Kim, on LinkedIn. They have also used the model to engage with two other people from the pharmaceutical industry that are interested in adjunct work.



Results: Local Outcomes: Wake Tech

- Wake Tech has networked with several of the attendees from the event.
- The week after the event someone who had signed up and could not make it reached out and the Wake Tech team met with that individual.





Our Community College Partners and Sponsors:





Julie Griffin

Bio Blend Career Coach at Johnston
Community College



Russ Read · 1st

Executive Director Nat. Ctr. Biotechnology W



Dr. Cynthia Lawrence

Director of Biotechnology Workforce
Continuing Education



Contact us:

Questions



Auxiliary Slides:

- The Process How to's:

Created by Julie Griffin, Johnson County Community College.

Purpose of IB2F: The intention of this type of event is to encourage those working in industry to consider faculty positions upon retirement or as an adjunct supplementing current industry positions.

Planning:

1. Create an Eventbrite ticket or Google Form for **industry attendees** to register for the event
2. Create a second Eventbrite ticket or Google Form for **panel members and the event planning team** to register for the event
3. Send out an [outreach email](#) (below).
4. Review registration and attendee information for catering numbers.
5. Order food and request delivery.
6. Select and approve panel members.

Consider inviting panel members who are community college faculty that transitioned from industry, former community college student working in industry, and department chairs to explain benefits and responsibilities of community college faculty positions

7. Create panel questions and share with panel members prior to the event.

8. [Panel Questions](#) (below).

9. [Event agenda](#) (below).

10. Create punch card with all colleges represented; attendees visit all community college (CC) tables, enter to win door prize.

This can be found at the INNOVATEBIO website: <https://innovatebio.org/blog/industry-bridge-to-faculty-ib2f-event-planning-guidelines>

Auxiliary Slides: Outreach Email Example

Help Improve Your Bioscience Workforce Talent Pipeline!

For the company: NC Community Colleges recognize the value of skilled professionals and seek to attract part-time (adjunct) faculty from industry. Specifically, our team* would like to be aware of prospective employees who might be interested in part-time adjunct teaching positions and invite them to an information evening February 29, 2024, at 6pm – 8pm at Alamance Community College, Biotechnology Regional Center of Excellence Building, 1247 Jimmie Kerr Rd. Graham, NC 27253.

For your employees: are you interested in part-time or full-time teaching in the Biosciences? Or are you about getting ready to retire from industry and considering taking on a part time teaching gig at a community college? If you have experience in bio/life science manufacturing, quality, maintenance, automation, laboratory technology, clinical research, or another related area, you may be qualified to teach. Our Community Colleges* recognize the value of skilled professionals and are seeking to hire part-time (adjunct) faculty.

The event will highlight the benefits of skilled professionals sharing industry experience at local community colleges in order help build the Bio/Life Science Teaching talent pipeline and consequently the bioscience workforce.

HR Professionals will share community college benefits.

College faculty will share what it is like to work in the classroom.

Biotech Department Chairpersons will share current job openings.

An event panel will include an industry professional who transitioned from industry to teaching at a local community college.

* NC Community Colleges represented at this event: Alamance Community College, Forsyth Tech, Wake Tech, Wilson Community College, Central Carolina Community College, Vance-Granville Community College, Durham Tech, and Johnston Community College.

Please use the Eventbrite Form([link is external](#)) to register and please share this information with employees who might be interested in this event.

This event is being sponsored in conjunction with the NSF ATE InnovATEBIO Center, and the NC Biotechnology Center (Piedmont Triad Region Biotechnology). Light dinner will be provided.

Auxiliary Slides: Panel Questions Example

1. “Welcome” and panel introductions
2. CC background and benefits (presented by Human Resources)
 - a. How do you get hired by a community college?
 - b. What is the retirement system like for full-time employees?
 - c. What education background is required for faculty and corporate trainers? Do education requirements differ for curriculum courses vs. continuing education?
3. What does the biotech program look like? What is BioWork? (Department Chair)
4. What are the roles of FT/adjunct faculty? (Department Chair)
5. What is difference between curriculum and coned? (Department Chair)
6. Can you talk a little about the roles of community college Adjunct/FT Faculty, SME (Subject Matter Expert) for Customized Training, and how these roles allow you to share your experience with students?
7. Possible questions to ask panel members:
 - a. How have you seen biotech education experience impact your industry?
 - b. What has it been like to teach as an adjunct at the community college?
 - c. As an instructor how has your past experience in the industry added to what you teach and how you shape your lessons?
 - d. What did you bring to teaching from industrial experience?
 - e. From your experience as a former biotechnology student, could you share your insights into the student’s perspective of the biotech program? In other words, what was it like to be a biotechnology student?
 - f. As someone who has gone through the Biotechnology program, what qualities or characteristics do you believe are essential for a Biotech instructor to possess?
 - g. Allow time for audience questions.



Auxiliary Slides: Photos from the event