## **Policies & Procedures for Faculty Development**

Three distinct but related subcommittees

PDD=Professional Development Discussions

**P2P=Peer-to-Peer Conversations** 

JRD=Job Responsibility Discussions

## **PDD**

- Emphasis on intentionally seeking out robust professional support for teaching, research, service, and administrative activities beyond disciplinary or HR resources
- Expands resources to support faculty professional development over a career

## **JRD**

- Emphasis on intentionally designing job responsibilities around career stage and professional strengths and interests
- Creates a transparent and fair process for all faculty to cultivate their strengths and interests across their academic lifespan

- Developmental approach
- Lifespan approach
- Promotes faculty thriving

## P<sub>2</sub>P

- Emphasis on cultivating collegial networks among faculty across campus for mutual support and growth
- Promotes intentional development and reflection across a faculty career to promote career satisfaction, a sense of belonging, and a sense of purpose across the academic lifespan