

POLICIES AND PROCEDURES FOR FACULTY DEVELOPMENT, JOB RESPONSIBILITY DISTRIBUTIONS, AND PEER-TO-PEER CONVERSATIONS

The following is an overview of the policies and procedures for faculty development, which were approved and implemented in 2017.

1. Professional Development Activities

A faculty member may apply for additional resources for professional development activities in the areas of teaching, scholarship/creative activity, and/or service. The administrative head of an academic unit may suggest that a faculty member engage in appropriate professional development activities in teaching, scholarship/creative activity, and/or service.

2. Distribution of Job Responsibilities

All faculty members are permitted--indeed, encouraged--to initiate negotiations for changes in job responsibilities in response to significant career opportunities or academic career changes with the goal that faculty members be evaluated and valued for their specific contributions and achievements.

3. Faculty Initiated Peer-to-Peer (P2P) Conversations

A peer-to-peer (P2P) conversation is may be initiated by a faculty member who invites a limited number of faculty members, staff, and/or administrators to be a part of the conversation. Such intentional peer-to-peer (P2P) conversations are meant to focus on a challenge, issue, or question related to a faculty member's professional experiences to support renewal and growth across the academic career.

4. Notice of Unsatisfactory Job Performance

Based on assessments of job performance, a faculty member who performs significantly below expected standards will be given notice of unsatisfactory job performance in one or more categories of teaching, scholarship/creative activity, and/or service. If a faculty member receives a notice of unsatisfactory job performance of the same kind (i.e., in teaching, scholarship/creative activity, and/or service) for three out of five years, the administrative head may mandate that the faculty member engage in professional development activities to improve job performance and/or change job responsibilities.