

## **II:02:00 Faculty Development**

Volunteer State Community College recognizes the need for the continued professional growth and development of all faculty. The continued professional growth and development of faculty is necessary for institutions of higher education to continue to provide educational programs which: (a) include new developments and knowledge in academic disciplines; (b) reflect new instructional, research, and public service techniques and strategies; and (c) meet changing needs and expectations of students. While all faculty are responsible for their own continued professional development, it is essential that the College provide planned, organized faculty development programs to encourage professional growth in accordance with its missions and goals. Pursuant to the foregoing considerations, the following minimum guidelines concerning faculty development are established:

1. The Vice President of Academic Affairs, assisted by appropriate personnel, will plan and implement on an annual basis a structured, coordinated program for faculty development. The program will be designed to achieve predetermined institutional objectives, and will utilize an appropriate variety of activities which may include the following:
  - a. Systematic evaluation of instruction by students, faculty and appropriate administrators to provide a basis for planning means of increasing the effectiveness of the instructional program.
  - b. Encouragement of innovation and improvement of instruction by a recognition system, i.e., outstanding faculty awards.
  - c. Effective use of grants-in-aid and scholarships pursuant to TBR Guideline P-130.
  - d. Provision of financial support through grant awards and other means for research or the improvement of instruction, for faculty participation in workshops, short courses and seminars designed to develop new skills in instruction, research and public service, and for faculty participation in major activities of their respective professional associations.
  - e. Sponsorships of local forums, lectures, and workshops on scholarly developments and activities.
2. The institutional budget will reflect the amount of funds allocated for faculty development at the institution.
3. The Office of the Chancellor will also maintain a System level program for faculty development to supplement and enhance the faculty development programs of the individual Board of Regents institutions. The calendars and

activities of System level programs will be planned in cooperation with the Presidents' Council and appropriate sub-councils.

TBR Source: TBR Meetings, June 24, 1977; December 11, 1981.

VSCC Source: August 1988 (Reviewed November 23, 1998); September 11, 2008, President.