

Proposed *Faculty Handbook* Change from Professional Development Committee and Faculty Council

Rationale: The Professional Development Committee proposes four minor changes to the *Faculty Handbook* section on Accountability of Full Professors (Section 2.5.3.g). These changes are intended to clarify aspects of the mutual mentoring program, a program that will be re-started for full professors in 2011-2012.

Current *Handbook* Language – Section 2.5.3.g

g) Accountability of Full Professors: After a faculty member becomes a Full Professor, he or she will participate every six years in a structured process of discussion, reflection, and evaluation. The purpose of this structured process is to encourage ongoing personal and professional development in all areas of service to the college. One part of this process will involve meeting with a mutual mentoring group. Other parts will involve written reflection, student evaluations, class observation, and meeting with the department chair and provost. In more detail:

1. Each mutual mentoring group will be composed of 3-5 Full Professors, chosen to work together by the Professional Development Committee. The group will meet several times during the year. At each meeting, one faculty member will share with the group about his or her development during the previous six years in the areas of pedagogy, scholarship, and philosophy of education. This time can be used for exploring goals, sharing insights, and obtaining advice from other members of the group. Group members are encouraged – though not required – to observe each other's classes.
2. Out of this experience with the mutual mentoring group, the faculty member will reflect in a three-page paper on his or her development and goals in the three areas of accountability outlined in section 2.2.1.2 of the handbook: Teaching, Professional Development, and Institutional Service. This paper will be discussed with both the department chair and the provost.
3. During the fall semester, the faculty member will conduct standard class evaluations in all courses and discuss these with the department chair (or delegate). The faculty member is free to use personally designed class evaluations in addition to – but not in place of – standard class evaluations. In addition, the department chair (or delegate) will observe one or more of the faculty member's classes and discuss observations with the faculty member.

Proposed *Handbook Language* (Changes in Bold Print)

g) Accountability of Full Professors: After a faculty member becomes a Full Professor, he or she will participate every six years in a structured process of discussion, reflection, **evaluation, and planning future goals**. The purpose of this structured process is to encourage ongoing personal and professional development in all areas of service to the

college. One part of this process will involve meeting with a mutual mentoring group. Other parts will involve written reflection, student evaluations, class observation, and meeting with the department chair and provost. In more detail:

1. Each mutual mentoring group will be composed of 3-5 Full Professors, chosen to work together by the Professional Development Committee. The group will meet several times during the year. At each meeting, one faculty member will share with the group about his or her development during the previous six years in the areas of pedagogy, scholarship, and philosophy of education. This time can be used for exploring goals, sharing insights, and obtaining advice from other members of the group. Group members are encouraged – though not required – to observe each other's classes.
2. Out of this experience with the mutual mentoring group, the faculty member will reflect in a three-page paper on his or her **past** development and **planned future** goals in the three areas of accountability outlined in section 2.2.1.2 of the handbook: Teaching, Professional Development, and Institutional Service. This paper is **submitted to the Provost by October 1 of the year following the mutual mentoring year. Both the department chair and the provost will subsequently interact with the faculty member about this paper.**
3. During the fall semester, the faculty member will conduct standard class evaluations in all courses and discuss these with the department chair (or delegate). The faculty member is free to use personally designed class evaluations in addition to – but not in place of – standard class evaluations. In addition, the department chair (or delegate) will observe one or more of the faculty member's classes and discuss observations with the faculty member.