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SR-91-92-114(FDC)

Marshall University

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FACULTY DEVELOPMENT COMMITTEE
Recommendation

SR-91-92-114(FDC)

The Faculty Development Committee was established by the Faculty Senate on May 25, 1989 (SR-89-90-98) and approved by the general faculty on September 21, 1989. The Senate charged the Faculty Development Committee with "the promotion and coordination of faculty development activities." The interpretation of that charge is reflected in the statement of its mission, as approved by the Faculty Development Committee on April 8, 1992.

The mission of the **Marshall University Faculty Development Committee** shall include five general areas of emphasis:

1. Professional Development of Faculty
2. Improvement of Instruction
3. Increasing Availability of Funds and Resources
4. Serving as Advocates for Faculty Development
5. Maintaining a Clearinghouse of Faculty Development Information

AREA 1 - PROFESSIONAL DEVELOPMENT

The Committee will strive to promote a variety of professional development services and activities for the faculty at Marshall University. The goal of professional development activities is to encourage the general growth of individual faculty members with respect to the total range of competencies directly or indirectly related to their position. In essence, professional development opportunities are designed to assist the faculty at Marshall University to become more effective teachers by becoming more effective persons.

AREA 2 - IMPROVING INSTRUCTION

The Committee will emphasize goals related to improving the faculty's classroom instructional skills at Marshall University. This focus includes those activities specifically geared to the enhancement of the faculty member as a "teacher." Improving instruction is distinguished from professional development by virtue of its more specific emphasis upon classroom teaching and management.

AREA 3 - INCREASING AVAILABILITY OF FUNDS AND RESOURCES

The Committee will strive to increase the availability of funding and resources to support all aspects of faculty development. Priority for the allocation of resources administered by this Committee will be given to those faculty development activities which are not specifically addressed by other units of the University.

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AREA 4 - SERVING AS ADVOCATES FOR FACULTY DEVELOPMENT

The Committee will strive to promote an organizational climate which enhances faculty development at Marshall University. Members will communicate the role and mission of the Faculty Development Committee throughout the university and its various administrative entities by

- encouraging the administration's support for faculty development activities, in order to obtain greater organizational commitment
- assuming a leadership role within the university to promote faculty development issues
- encouraging organizational support and attention for faculty evaluation strategies
- communicating the role and mission of the Faculty Development Committee to all those administrators, faculty and staff within the organization
- developing and disseminating a periodic newsletter to serve an advocacy role for faculty development
- advocating the inclusion of faculty development issues in the hiring decision for incoming administrators and others
- improving the organizational climate for effective teaching by soliciting additional funding and resources from those making budgetary decisions
- conducting periodic needs assessment activities to determine the Committee's goals and future plans
- attending and participating at national, regional, and local meetings with faculty development as their central focus

AREA 5 - MAINTAINING A CLEARINGHOUSE OF FACULTY DEVELOPMENT INFORMATION

The Committee will strive to access, disseminate and house a collection of research and literature materials specific to faculty development issues. Each Committee member will be responsible for supplying materials to this collection, which will be maintained by the Committee. Articles, books, book chapters, workshop handouts, and other materials will be available to all faculty. The committee will continue to coordinate and advocate institutional membership in the "Professional and Organizational Development Network in Higher Education" and other relevant faculty development associations. Additional activities may include:

- encouraging faculty who are awarded faculty development funds to present "mini-workshops" upon their return from conferences or meetings

- circulating of a faculty development newsletter to include faculty articles and other information related to effective teaching and professional development
- preparing and disseminating a comprehensive bibliography of faculty development publications, articles, and other materials
- encouraging library acquisitions of faculty development publications

FACULTY SENATE PRESIDENT:

APPROVED
BY SENATE: Robert F. Sawrey DATE: 4-23-92

DISAPPROVED
BY SENATE: _____ DATE: _____

UNIVERSITY PRESIDENT:

APPROVED: *[Signature]* DATE: —

DISAPPROVED: _____ DATE: _____

COMMENTS:
