

ARTICLE 10

PROFESSIONAL DEVELOPMENT

Section 10.1. – Intent

The parties recognize the desirability of faculty continuing professional development throughout their employment at the College. Minimum professional standards for the maintenance of continuing contract shall be negotiated through the collective bargaining process. The responsibility for meeting these standards rests solely with the individual faculty member.

Section 10.2. – Opportunities

The College agrees to sponsor programs, seminars, and courses that may earn graduate credit or institutional credit during in-service days and other times throughout the year. Faculty members may complete such College-sponsored development opportunities, undergraduate or graduate college-credit courses and/or programs, occupational and/or professional continuing education courses or programs, professional conferences, and community service, or any combination to satisfy professional development requirements as specified in this Article.

Section 10.3. – Faculty Development Cycle

Faculty may select either a three (3) or six (6) year faculty development cycle.

A. Faculty opting for the three (3) year cycle must select three (3) activities from at least two (2) of the three (3) categories identified in Appendix XX. Activities must be completed within the faculty member's professional development cycle. These categories are recommendations and are not all inclusive.

B. Faculty opting for the six (6) year cycle will follow the professional guidelines outlined below. Faculty must complete one (1) of the following requirements:

- six graduate credit hours (any combination of graduate credit totaling six (6) hours)
- three (3) graduate credit hours and publication of scholarly research in a referred journal or textbook

Section 10.4 – Non-Tenured Faculty Development

A. Upon hire, a new faculty member must attend a College Pre-Employment orientation not to exceed two (2) days. When possible, this will be offered prior to the first in-service day of the academic term. Participation in this orientation is not counted towards the faculty development requirement below. If the new faculty member is unable to attend the scheduled orientation, the supervising administrator must work with the faculty member to provide the academic information covered at the orientation, and the faculty member must reschedule the human resources portion of the orientation.

B. Beginning in 2010, faculty members on an annual contract must complete the faculty development program prior to award of tenure in the following manner:

UFF-Brevard Proposal: new Article 10

Previously: Article 23 – Continuing Contract (Professional Development portion and new language)

1. The Tenure-Promotion Committee shall develop a new faculty member professional development program for use beginning in Fall, 2010.

2. The professional development program shall incorporate the following:

a. New Faculty Mentoring Program

b. Teaching in a higher education institution.

Section 10.5 – Expenditure of Funds

Except as provided for in Article 10.4,B, no College funds will be specifically allocated to support professional development activities, however, activities which qualify for funding under other college programs (tuition, reimbursement, extended professional leave, etc.) may be used for credit, provided that advance approval is secured.

Tentative Agreement Date: _____

For BCC-BOT:

For UFF-BCC:

Date

Date

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