> **3.7.3**   The institution provides ongoing professional development of faculty as teachers, scholars, and practitioners. **(Faculty development)**
>
> **Compliance Status:** Compliance

The College of Coastal Georgia is committed to a culture of synergistic teaching and learning that enables faculty to develop professionally as teachers, scholars and practitioners.

Board of Regents Policy on Professional Development

In Fall Semester 2010, the Boards of Regents of the USG established recent revisions to its guidelines relative to the professional development of faculty.

According to the USG *Board of Regents Policy Manual*, Section 8.3.14, Faculty Development:

> *Each institution shall have a campus-wide professional growth and development program that supports the continuous improvement of all faculty in their roles as teachers; scholars/researchers; and professionals engaged in service to the institution, the community, and the profession. Each institution's program must be intentionally aligned with the institution's mission, key initiatives, and strategic plan. The program must cultivate and sustain a culture in which faculty professional development is valued and pervasive.*
>
> *The program should specify how faculty development is incorporated into each area of faculty performance evaluations. Each institution's program should be grounded in best practices for faculty development to inform faculty of opportunities, empower them to stay current, and reward them for enhancing their skills. The program should be goal-driven, include a mechanism to evaluate its effectiveness, and explain how the information gathered will be used to enhance faculty development. Programs must be endorsed by the appropriate faculty governance process and the institution's president.*

In order to meet the aims and mandates of the USG, as well as national and regional accrediting bodies, the College has several mechanisms in place to ensure the professional development of faculty is grounded in best practices for faculty development to inform faculty of opportunities, empower them to stay current, and reward them for enhancing their skills. Additionally, the College, through its Senate Governance committee structure, in conjunction with the Office of Academic Affairs, has appointed an ad hoc committee to develop a new Faculty Professional Growth and Development Program that aligns with the new USG policy.

According to the *2010-2011 College of Coastal Georgia Full-Time Faculty Handbook*, each faculty member must participate in professional growth and development, which may include:

- Participating in creative and/or scholarly activities including applied research
- Demonstrating expertise and current knowledge in discipline taught
- Continuing formal education
- Participating actively in professional organizations
- Presenting or publishing in one's discipline

In terms of development and lifelong learning activities, the College promotes:

- Practicing clinically in one's discipline
- Consulting in one's discipline
- Earning academic honors/awards
- Achieving professional certification and/or maintaining required licenses/certificates
- Professional growth and development shall be evaluated by examining such matters as activities in professional societies (memberships, attendance at conventions, leadership roles, serving as panelists or commentators, presenting papers, etc.)

Achievement of professional development is part of the annual evaluation of College faculty.

Campus Workshops

The College provides workshop opportunities for faculty development on campus throughout the academic year, including *Linking Cooperative Learning to the Research on How People Learn*, *Using Structured Group Work to Promote Deep Learning*, *General Education*, *Generation NeXt*, *SACSCOC Reaffirmation – Preparing for Compliance and QEP*, and *Service Learning: Bridging the Classroom AND the Community*. Notices of workshops are sent electronically with appropriate follow up reminders two days prior to the scheduled workshop. Following each workshop, an evaluation form is given to participants to assess the workshop attended in an effort to improve professional development workshops in future years.

The College also promotes and supports a Coastal Georgia Scholar's Program, a series of academic lectures ([sample](#)) provided during the academic year, covering a wide variety of topics and issues from the arts to physics. Presenters normally deliver an approximately 45-minute presentation followed by 10-15 fifteen minutes of questions and comment from the audience.

New Faculty Orientation

At the beginning of each academic year, the College offers a new faculty orientation prior to the start of classes. These two-day events provide new faculty with an opportunity to meet College administrations, faculty and staff, as well as learn about policies and procedures, pedagogy and technology on campus. The program is coordinated by the Associate Vice President for Academic Affairs and involves a cross-campus representation of faculty and staff making presentations at various sessions throughout the orientation period.

New Part-Time Faculty Orientation

At the beginning of each academic year, the College offers a part-time faculty orientation on both the Brunswick and Camden campuses. In this orientation, many topics are covered, including pedagogy, College procedures, and access to technological services and resources. Lead faculty in each of the discipline areas provide mentoring sessions.

Program Development

The College is dedicated to the professional development and education of its faculty and staff. Accordingly, periodic training needs assessments have been disseminated to assist in identifying those topical areas in which training would be most valuable to faculty and staff. From these results, professional development plans for faculty and staff have been developed and implemented accordingly. Additionally, an information technology professional development plan was developed for all faculty and staff. The results of the survey were also shared with the Office of Academic Affairs to assist in the establishment of a faculty professional development plan. Finally, a Professional Development Calendar was developed, and continues to be populated as training sessions are considered and adopted.

Faculty Training/Instructional Technology Services

Instructional Technology (IT), in concert with Human Resources and the Office of Academic Affairs, provides annual workshops designed to provide instruction to a group of faculty on relevant topics in instructional technology, including online course management system, Blackboard, the in-house student advising system and the student management system, COAST.

Opportunity Support

In support of off-campus professional development opportunities, travel funds are provided annually by the Office of Academic Affairs. Funds are dispersed through the offices of the Dean in each of the five Schools.

The Vice President for Academic Affairs also provides the Faculty Senate's Committee on Faculty Welfare and Development (CFWD) with a specific budget funded by the College's Foundation for the sole purpose of supporting faculty travel to professional conferences and workshops. Proposals are solicited and reviewed by the CFWDC, which, at its discretion, awards funds to individual faculty – sample listing of professional development activities. Faculty members who are awarded funding are required to make a presentation to their peers once they have undertaken a conference and/or workshop in an effort to share their experiences and obtain useful feedback.

Leadership/Mentorship Opportunities

The College offers leadership/mentorship opportunities for its faculty that typically consist of senior members working alongside junior ones, as well as through leadership classes and seminars offered through partnerships with the local community and state agencies.

Governor's Teaching Fellows Program

The College has had several faculty members participate in the Governor's Teaching Fellows (GTF) Program designed for faculty members who teach at accredited public or private colleges or universities in the state of Georgia (other than the University of Georgia) to address statewide need to improve undergraduate instruction. Programs focus on an array of instructional, technological, and professional topics that emerge from the interests and needs of the participants. Participants are selected on the basis of their teaching experience, on their ability

to have an impact on their own campuses and on a strong commitment by their home institution for release time and other forms of support for the duration of their participation in the program. The Governor's Teaching Fellow Program represents a strong and tangible commitment to the continuing development of both public and independent higher education in the state of Georgia. In Spring Semester 2011, one College faculty member was selected for this prestigious program.

USG Faculty Development

The College has also had several faculty participate in workshops and programs offered by the USG Office of Faculty Development that promotes faculty and student success by encouraging the use of 21st Century teaching and learning pedagogies.

Supporting Documentation

USG Academic Affairs Handbook, Section 8.3.14

2010-2011 College of Coastal Georgia Full-Time Faculty Handbook

Professional Development Center, College of Coastal Georgia web page

College of Coastal Georgia Coastal Georgia Scholar's program sample

College of Coastal Georgia Professional faculty development activities listing

USG Faculty Development Monthly Series