

# GLENVILLE STATE UNIVERSITY

## POLICIES PERSONNEL POLICY 20

### FACULTY DEVELOPMENT

#### 20.1. General

1.1. Scope Regarding the establishment of a faculty development policy for higher education faculty at Glenville State University.

1.2. Authority W. Va. Code §§ 18B 1 6 and 18B 7 5

1.3. Effective Date – February 5, 2020

1.4. Revision of Former Policy Repeals and replaces Title 131, Series 64 of the Board knowledge and are the primary goals of Glenville State U through the faculty. Therefore, the effort supporting, developing, and

renewing the faculty members directly involved in helping West Virginians learn are vitally important to accomplishing the mission and goals of Glenville State University.

2.2. The Board of Governors recognizes the general and specific benefits derived from efforts to improve faculty members' professorial and professional effectiveness. Students rely on current, knowledgeable, and relevant instruction and benefit from research that improves teaching skill and knowledge. The people and economy of West Virginia benefit from new applications of a knowledge and technology that enable more and better jobs, a higher standard of living, and enhanced knowledge and quality of life. The faculty and individual faculty members benefit from being able to teach, acquire new knowledge, serve public needs, and perform institutional and professional roles more effectively. Glenville State University benefits from enhanced capacity and flexibility to carry out its missions in an era where it is more practical to enhance or renew skills and knowledge of existing faculty members.

2.3. Therefore, the Board of Governors affirms the unique, integral contribution of faculty members to the mission of higher education: Teaching, producing scholarly work that contributes to knowledge and creativity, and serving public and University needs. The Board further recognizes through its policy and actions that the knowledge and skills of the faculty and individual faculty members need to be developed, maintained, supported, and renewed, and that the primary responsibility for accomplishing these ends resides at the University.



that program.



6.4 It is the responsibility of the Provost or his/her designee to review all individual faculty member applications for professional development funding and to award funding based upon predetermined and published criteria. The Professional Development Committee shall establish guidelines for allocations and shall recommend the awarding of funds on a fair and equitable basis. These guidelines shall be nonpartisan, fair and meaningful, and developed with the intent of affording faculty with opportunities to enhance their knowledge and skills. The recommendations of the Professional Development Committee shall be forwarded to the Provost who shall make all individual faculty professional development awards.

6.5. In accepting award of a faculty development funding, the faculty member is responsible for using award funds for the legitimate purposes specified in his/her request proposal.

6.6. A faculty member shall file with the president or the president's designee a written final report of development activities, results, and anticipated benefits to the faculty member and institution. (A written final report may not be appropriate for all development projects.)

6.7. Faculty members engaging in development activities are responsible for sharing their new learning or skills with other colleagues via publication, report, seminar, workshop, tutoring, or other appropriate ways of communicating among professionals.

## **20.7. Funding**

7.1. Funding for faculty development activities may come from appropriated funds, government grants or contracts, private grants or contracts, or institutionally collected fees or faculty improvement fees.

7.2. Institutional faculty development programs, grants, and activities are subject to availability of appropriated and other funds for those purposes. As noted before, the Board of Governors has the responsibility for making a good faith effort to ensure that adequate funding is available.

## **20.8. Authorized Expenditures**

8.1. Compensation to individuals. Funds allocated for faculty development may be used to compensate or pay expenses for faculty members who are pursuing additional academic study or training, engaging in scholarship or other creative activity, pursuing teaching and instructional improvement, or performing other responsibilities consistent with Board of Governors and University policy.

8.2. Institutional support. Permissible support activities include, but are not limited to, providing equipment and materials necessary for improving teaching, conducting research, or pursuing other valid development activities.

8.3. All expenditures must be consistent with Glenville State University policy and regulations.