

### ***CS 3.7.3 - Faculty Development***

The institution provides ongoing professional development of faculty as teachers, scholars, and practitioners.

#### **Compliance Finding: In Compliance**

##### **Narrative:**

The University of South Carolina Beaufort (USC Beaufort) provides numerous programs to support faculty development.

##### **Financial**

The university provides \$600.00 annually to each full-time faculty member for professional development activities. Additionally, in academic year 2003-2004, USC Beaufort began allocating \$10,000 annually for faculty development/research activities. The latter amount is awarded competitively by the Faculty Senate's Faculty Development Committee [i]. The chair of the Faculty Development Committee alerts faculty to the availability of funds as well as the criteria for receiving them, and regularly reports to the faculty at the Faculty Senate Meetings [ii]. In 2005-2006, twelve faculty members received money from this fund, for a total of \$9999.80 [iii]. In 2006-2007 all funds were used. Ten thousand dollars is also available to the Executive Vice Chancellor for Academic Affairs for course releases, to support faculty research and scholarly activities.

##### **Sponsored Research**

The USC Beaufort Office of Grants assists faculty and staff with identification of funding sources, preparation of proposals, and submission of proposals via the USC electronic research administration system (USCeRA).

Sponsored funding to USC Beaufort has been obtained from federal, state, and local governments, along with private foundations, including the National Institutes of Health, the US Department of Education, the National Oceanic and Atmospheric Agency, the South Carolina Commission on Higher Education, the Arthur M. Blank Family Foundation, the Lowcountry Institute, and the Beaufort County Commission. Total funding for fiscal years 2006-2007, 2005-2006, and 2004-2005 was \$455,357, \$743,921, and \$716,725, respectively. This data comes from USC Dean's reports FY2005 [iv], FY2006 [v], FY2007 [vi].

##### **Sabbatical Leave**

Sabbatical leaves are given to allow faculty to rejuvenate, explore scholarly interests and further develop their capabilities as contributing scholars and teachers [vii]. Recipients of sabbatical leave are separated from all other university duties during the sabbatical. Requests are submitted to the Executive Vice Chancellor for Academic Affairs in the fall of each academic year [viii]. The EVCAA evaluates requests weighing institutional needs versus research opportunities and prioritizes according to budget availability. USC Beaufort awarded one sabbatical in the 2005-2006 academic year; since then, only one request has been made and is pending.

## **Load Release/Reduction**

Depending on institutional and departmental workload needs, release time for work on research and professional development activities is permitted whenever possible. Requests are sent to the Executive Vice Chancellor for Academic Affairs [ix]. The EVCAA in concert with the Academic Council evaluates requests weighing institutional needs versus research opportunities and prioritizes according to budget availability.

## **Faculty Evaluation**

Annual faculty evaluation procedures described in the Faculty Manual as well as post tenure review procedures have a formative component designed to help faculty members in their professional development, as well as ensuring that USC Beaufort's standards for promotion and tenure are maintained [x]. Faculty evaluations are available in the Office of Academic Affairs.

## **New Faculty Development Programs**

In Fall 2007 several faculty development programs were initiated:

*Faculty/staff education week* in fall and spring was instituted not only to introduce new faculty and staff to USC Beaufort, but to aid all faculty and staff in the areas in which they had indicated they wanted training. In addition, these sessions were used to inform faculty and staff of upcoming events important to the entire USC Beaufort community. For example, the August 16, 2007 orientation focused on the upcoming SACS reaffirmation and the QEP [xi].

*Faculty Mentoring Program Guide* was developed and three mentoring pairs have been established. The results of the program will be evaluated in Fall 2008.

*Brown Bag Luncheons* are an opportunity for faculty members gather to share their expertise with colleagues. Brown Bag Luncheons are scheduled on Fridays once per month during the academic year [xii]. These luncheons are usually attended by 15-20 faculty members. These will be evaluated in August 2008.

*Faculty Learning Communities (FLC)* are ongoing discussion groups that allow USC Beaufort colleagues to gather from across departments in order to discuss and develop their skills around a specific teaching and learning topic. Each FLC is comprised of 6-12 faculty, staff members, or academic administrators who have an interest in and commitment to attending discussion sessions on a regular basis throughout the academic year. Two new faculty members have been meeting with the Faculty Senate Chair to discuss the concerns encountered in first year teaching. Other topics generated by faculty include the use of technology in the classroom and grant writing.

*Faculty Development Circles* are small, informal, one-time discussion groups that focus on topics of interest to a number of faculty. Some are developed specifically for junior faculty, responding to the reality that no one mentor can be an expert on everything a mentee may need or want to know, and these match mentors and mentees across disciplines. Others are more specific to the issues facing senior faculty, or are related to issues of concern to all faculty. The groups are designed to foster open exchanges and to draw on a number of people's experiences with a wide variety of topics and issues. Ideally, these sessions will spark ideas and friendships, and those who attend will become an informal support network. These programs are currently in

the development phase.

***Promotion and Tenure Workshops*** conducted by the faculty chair discussed appropriate materials to be included in the required notebook for Tenure and Promotion [[xiii](#)].

***Programs to Enhance Teaching Excellence*** have been proposed by the Chair of the Faculty Senate [[xiv](#)]. Some of the new faculty development programs are a result of this proposal. The full proposal is currently under review.

Further refinement and development of these programs will be a part of faculty development opportunities as USC Beaufort continues its dedication to educational excellence.

### **Additional Faculty Professional Development**

Faculty development is also provided through support services and programs such as The Center for Instructional Technology and Academic Resources, library services and media services [[xv](#)]. Faculty have attended numerous professional development conferences and workshops to remain active in their fields [[xvi](#)].

### **Supporting Documentation**

- [i USC Beaufort Faculty Manual -- Faculty Development](#)
- [ii Faculty Development Committee Meeting Minutes](#)
- [iii Faculty Fund Criteria](#)
- [iv USC Dean's reports 2005](#)
- [v USC Dean's reports 2006](#)
- [vi USC Dean's reports 2007](#)
- [vii Faculty Manual -- Sabbatical Leave](#)
- [viii Sabbatical Leave](#)
- [ix Load Release/Reduction](#)
- [x Faculty Evaluation](#)
- [xi Faculty and Staff Education Week](#)
- [xii Faculty Brown Bag Lunches](#)
- [xiii Promotion and Tenure Workshop](#)
- [xiv Proposal to Enhance Teaching Excellence](#)
- [xv USC Beaufort Faculty Manual -- Faculty Development](#)
- [xvi Faculty Research](#)