

Please refer to Tennessee Board of Regents [Policy No. 5:02:01:05](#)

Pellissippi State recognizes the need for the continued professional growth and development of all its faculty members. This continued growth is necessary to provide educational programs which: (a) include new developments and knowledge in academic disciplines; (b) reflect new instructional and public service strategies; and (c) meet changing needs and expectations of students.

Since individual faculty members are professionals with academic freedom (see Policy 06:02:03), they are ultimately responsible for their own continued professional development. However, since the College has a collective interest in improving all academic offerings, it will work to provide programs to assist and encourage faculty members in their efforts to grow and develop.

- I. To provide faculty members feedback on the effectiveness of their instruction, the college will conduct instructional observations and statistically valid student perception surveys on a regular basis. This feedback, along with a report on all individual development activities will be part of each faculty member's annual self-evaluation. See Policy 06:02:04 (Faculty Evaluation System).
- II. To assist faculty members in achieving their faculty development goals, the College has established (through Faculty Senate) a Faculty Development Committee to assist in the planning and implementation of in-service activities including annual in-service workshops, special presentations, lectures, forums, and instruction in use of teaching technology. The College encourages faculty members to participate in collaborative inquiries into specific teaching techniques. These are commonly referred to as learning communities or faculty inquiry groups.
- III. The College will support faculty member attendance at conferences, seminars, and external workshops, dependent on the availability of funds.
- IV. To encourage faculty members to develop and implement innovative approaches to meeting educational objectives, the College has established an Instructional Development Committee that helps to provide grants to support such innovations. See Policy 08:01:00, Section XVII (Instructional Development Committee).
- V. To recognize faculty members for excellent, innovative, and/or visionary work in teaching, the College has an active awards program conducted by the Employee Recognition Committee. See Policy 08:01:00, Section XI.

Source: Tennessee Board of Regents, Policy No. 5:02:01:05

Approved: Executive Council, March 4, 1991

Executive Council, November 16, 1992

Editorial Changes, April 23, 1993

Editorial Changes, September 12, 2001

Approved: President Allen G. Edwards, September 12, 2001

Editorial Changes, June 10, 2004

Reviewed/Recommended: President's Staff, October 4, 2010

Approved: President Allen G. Edwards, October 4, 2010

Editorial Changes, October 11, 2010, November 2, 2010

Reviewed/Recommended: President's Council, November 21, 2016

Approved: President L. Anthony Wise, Jr., November 21, 2016