(#15A-04/05-FA)

Resolution on Amendment to Sections VI.B. and VI.C. of Appendix J of the Humboldt State University Faculty Handbook
#15A-04/05-FA – May 3, 2005

RESOLVED, that the Academic Senate of Humboldt State University forwards to the General Faculty for a vote on May 10-11, 2005, the proposed changes to sections VI.B. and VI.C. of Appendix J of the HSU Faculty Handbook as specified in the following amendment:

Amendment to Appendix J Sections VI.B and VI.C.
April 26, 2005

VI.B. Periodic Evaluation shall be conducted by the IUPC of the department or equivalent unit, and the appropriate administrator. There shall be consideration of the ~~Biennial~~ Professional Development Plan, student evaluations of teaching performance (when teaching duties have been assigned and student evaluations are available), peer reviews, and administrative reviews. 15.19

VI.C. Professional Development Plan – Each probationary candidate shall develop, in consultation with the department chair, a ~~Biennial~~ Professional Development Plan that describes a program of professional development in the four areas of performance for RTP: teaching/librarian/counseling effectiveness, scholarship and creative activities, service to the university and profession, and service to the community. The plan shall be flexible and open to change as needed, it shall reflect the strengths of the candidate and her/his professional development needs, and it shall be aligned with the department, college, and university needs. Candidates are encouraged to discuss their professional development goals with the department chair~~,~~ prior to performance review or periodic evaluation~~,~~. This discussion should include ~~and to~~ identifying strengths of the candidate, ~~that should be recognized and~~ areas that may benefit from mentoring and professional development, and resources needed to achieve the stated goals. Any resources required or that might be anticipated as necessary to support ~~T~~the ~~approved~~ Professional Development Plan must remain consistent with what can reasonably be offered by the department, college or university. ~~constitutes a commitment by the department and college to provide necessary support for professional development.~~

; and be it further

RESOLVED, that the Academic Senate of Humboldt State University recommends that if approved by the General Faculty, copies of this resolution and its attachment be forwarded to those who will serve in 2005-2006 as academic Deans/Directors, Department/Unit Chairs, IUPC Chairs, UFPC Chair, Faculty Development Coordinator and the Director of Faculty Personnel Services, as well as to those faculty unit employees who will be undergoing periodic evaluation and preparing a Professional Development Plan.

RATIONALE: *In the current version of Appendix J to the Faculty Handbook, sections VI.B and VI.C. refer to a Biennial Professional Development Plan, which is not in keeping with other references in the Appendix to the Professional Development Plan (PDP). The proposed amendment addresses this issue.*

The last sentence of section VI.C. currently states:

> *The approved Professional Development Plan constitutes a commitment by the department and college to provide necessary support for professional development.*

The term "approved" could be construed as suggesting that the PDP is some manner of contract, which is not the intent. Therefore, that word has been struck. According to Appendix J, RTP actions are based upon the Working Personnel Action File (WPAF), not the PDP. In addition, language regarding a commitment by the department and college to provide necessary support is vague and potentially could lead to misunderstandings on the part of the candidate, department, college and university regarding the nature of this "commitment" and what might constitute "necessary support." The amendment contains revisions that address these concerns.

Once approved, the resolution will be disseminated such that all involved parties have the opportunity to familiarize themselves with the Periodic Evaluation process during its initiating year.

APPROVED – MAY 3, 2005