

**Faculty Senate:**

*I would also like to bring up a faculty concern about professional development.*

*I have been shocked about recent denial of tenure and promotion.*

*I think this is a campus problem with professional development, where professional expectations are not communicated clearly or not consistently enforced, and after denial, there is no clear path provided to faculty members on what they need to do to get back on track.*

**Professional Development Response:**

**We have a number of professional development programs and workshops that communicate contract renewal and tenure and promotion expectations:**

<b>Programs for Contract Renewal &amp; Tenure and Promotion</b>	<b>When</b>
<p>Contract Renewal: Process &amp; Expectations Presented by:</p> <ul style="list-style-type: none"> <li>• Manny Cabral, Chancellor</li> <li>• Della Teraoka, VC for Academic Affairs</li> <li>• James Kardash, UHPA Representative</li> </ul> <p>Tenure &amp; Promotion: Process &amp; Expectations</p> <ul style="list-style-type: none"> <li>• Sandra Uyeno, Human Resources Dir, UHCC</li> <li>• Manny Cabral, Chancellor</li> <li>• James Kardash, UHPA Representative</li> </ul> <p>Faculty members are encouraged to attend these sessions to learn about these important processes. These workshops are recommended for those who are just beginning their careers at Leeward CC and those who will be applying for tenure and/or promotion soon.</p>	<p>Every August during the Week of Welcome</p>
<p><b>TGIF: Preparing for Contract Renewal and some last-minute strategies to save you time!</b> Learn tips and strategies on how to apply for contract renewal with less anxiety.</p> <ul style="list-style-type: none"> <li>• How should you present yourself in the dossier?</li> <li>• What should you include?</li> <li>• When should you start?</li> <li>• What can you do to lessen the anxiety about the process?</li> </ul> <p>Faculty panelist with dossier samples.</p>	<p>Every year TGIF Workshop on Contract Renewal – Fall semester</p>
<p><b>TGIF: Tenure &amp; Promotion</b> Learn how to apply for tenure and promotion with better planning and less stress.</p> <ul style="list-style-type: none"> <li>• <i>How should you present yourself in the dossier?</i></li> <li>• <i>What should you include?</i></li> <li>• <i>When should you start?</i></li> <li>• <i>What can you do to lessen anxiety about the process?</i></li> </ul> <p>Faculty panelist with dossier samples.</p>	<p>Every year TGIF Workshop on Tenure &amp; Promotion – Fall semester Friday, February 17, 1:00 p.m. - 2:30 pm</p>
<p><b>DPC Training at Leeward</b></p> <ol style="list-style-type: none"> <li>1. What are the DPC procedures for reviewing dossiers?</li> <li>2. What is the DPC expected to produce?</li> <li>3. What is the role/responsibility of a DPC member?</li> <li>4. What kinds of evidence should appear in an applicant's dossier?</li> <li>5. How would you address different scenarios that arise on a DPC?</li> </ol>	<p>Every October Workshop in 2016 Online quiz/handout – 2017</p>
<p><b>TPRC Training at Leeward</b> <b>The Room Where it Happens (TPRC Meetings)</b> Facilitated by: Leigh Dooley, Professor in English, Kapiolani CC Manny Cabral, Chancellor Sandra Uyeno, UHCC Director of Human Resources and a UHPA Representative UHCC current and future Tenure &amp; Promotion Review Committee (TPRC) Members are invited to this interactive <b>workshop designed for you to:</b></p> <ul style="list-style-type: none"> <li>• Observe a dysfunctional TPRC meeting and learn <b>what not to do!</b></li> <li>• Learn about the required logistics, practices, and procedures for the TPRC.</li> <li>• ☐ Discuss the role and responsibility of the TPRC member and convener.</li> </ul>	<p>Every January: Tuesday, January 3, 2017 from 10:00 to 12:00 noon</p>

<p><b>Teaching Excellence Program for New Faculty</b>  One session dedicated to preparing for Contract Renewal and Tenure &amp; Promotion with a panel of senior faculty and division chair</p>	Every Fall semester
---	---------------------

**While there is no clear path for a faculty to take after a denial of tenure and promotion, the division chair and Division Personnel Committee members can meet with the faculty member to discuss recommendations or weaknesses that were in their respective letters. In addition, we have a number of professional development programs to support faculty including the following:**

<b>Programs to help faculty stay on track</b>	<b>When</b>
<p><b>Power Mentoring</b>  The purpose of this program is to provide faculty and lecturers with short-term, one-on-one assistance from selected Power Mentors to improve student learning and/or effectiveness on the job. Fifteen power mentors identified including those who can help with strategies for tenure and promotion.</p>	Every semester
<p><b>Mid Semester Assessment</b> provides faculty and lecturers with student feedback during the semester (when changes can be made) to enhance the learning environment for students as well as to improve teaching and learning. Faculty and lecturers choose from three methods: 1. Group Discussion, 2. Paper/Pencil, 3. Online.</p>	Every semester
<p>The <b>Teaching Squares Program</b> brings together several groups of four faculty members for mutual classroom observations and follow-up discussions. A Teaching Square offers faculty the opportunity to enhance their own teaching by observing their colleagues in <b>actual classroom situations</b>.</p>	Every semester