

Professional Development in Academic Affairs 2005-2008

Mission: Professional development is at the heart of the institution as it strives to become a learner-centered community dedicated to academic quality. Its activities provide members of the faculty and professional staff with opportunities to develop their skills, knowledge, and abilities to enable them to be successful as teachers, advisors, scholars, and citizens consistent with the mission of the institution. At SUNY Oswego, we conceptualize these roles as inherently intertwined.

Strategic Goal: Academic Affairs units will regularly provide opportunities and resources to promote continuing professional growth for successful careers at our institution.

Specifically, in the next three years we will focus on:

- a. communicating clear performance expectations for new faculty and professional staff;
- b. mentoring (junior) faculty towards reappointment, tenure, and promotion;
- c. enhancing pedagogical and technological skills and knowledge to facilitate student learning inside and outside the classroom related to liberal education, professional and practical learning, integrative learning experiences, research, civic engagement, global perspectives;
- d. increasing skills and knowledge related to advising;
- e. increasing skills and knowledge related to pursuing a scholarly/creative agenda and to securing external funding for teaching initiatives, scholarly and creative activities, community service;
- f. increasing understanding of institutional priorities and initiatives and how those relate to national/international trends in higher education;
- g. developing leadership and administrative skills.

Groups (individually or collaboratively) to be responsible for developing activities as appropriate in support of these foci and for assessing our progress:

Provost's Office: especially a, d, f, g

Provost's Council: oversight of all

Deans: especially a, b, f, g

Department Chairs: especially a, b

Library: especially c, e

CELT/COLT: especially c

ORSP/SCAC: especially e

New Faculty Orientation Committee: especially a

First Year Programs Advisory Board: especially d

Transfer Advisory Board: especially d

Various student affairs groups will help us especially with c, d, f

CTS will help us especially with c

Development will help us especially with f

Assessments:

Annual reports from groups on results of activities

NSSE

FSSE

Surveys of students, faculty and staff involved as appropriate

Levels of success of faculty and professional staff in their responsibilities

First year retention, transfer success, and graduation rates

5/5/05