NTID anticipates a growing number of retirements over the next 5-10 years which requires us to review the professional development program that we are providing to new faculty and staff. In addition, we need to review the professional development being offered to veteran faculty and staff and design a program that will meet their future needs.

Charge: Enhance faculty and staff professional development (p. 26-28, SD2020 Report)

I. NTID’s Professional Development Program will address five areas:

   a) Communication Skills

   b) Teaching Effectiveness

   c) Scholarship and Research

   d) Discipline-based content expertise

   e) Leadership

II. The Professional Development Implementation Committee will explore and develop recommendations to:

   a) Review SD 2020 recommendations to establish a centralized office for faculty and staff focusing on the “NTID-related” aspects of the five designated areas of professional development. Given budget constraints, are there other alternatives?

   b) Ensure that provision of professional development related to specific disciplines or job functions is the responsibility of respective divisions and departments.

   c) Provide professional development programs for faculty, staff, managers, department chairs, and other administrators.

   d) Support faculty, staff and student commitment to continuous learning with respect to skill and versatility in communications with one another in diverse situations.
III. The Professional Development Committee will develop recommendations regarding the professional development program for faculty including:

a) New faculty and staff orientation programs.

b) Intensive sign language program for new faculty.

c) Enhancing the Faculty/Staff Sign Language Education Program (FSSLEP) for veteran faculty and staff.

d) A process to support faculty completing terminal degrees in light of RIT-wide guidelines and procedures.

e) A disciplines-based approach of effective mentoring by senior faculty members, in teaching and scholarship.

Committee Membership:
- 2 Co-Chairs:
- 3 Faculty
- 3 Staff

Consultants:
Mary Lou Basile, Former PD Coordinator
Chris Monikowski, Former PD Coordinator
Larry Quinsland, Former PD Coordinator
Baldev Kaur Khalsa, Co-Cordinator of FSSLEP

Timeline:
1) Develop recommendations by March, 2012
2) Provide opportunity for faculty/staff review and give feedback by April 2012
3) Provide an opportunity for students to review and give feedback by April 2012
4) Submit recommendations to the Interim Vice President of Academic Affairs and the Executive Director for the President of NTID by May, 2012
5) Review by NAC and final decisions by the President of NTID
6) Implementation beginning Academic Year 2012-2013