

Faculty Professional Development Policy

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Policy Author	University Council
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History	The Policy was reviewed and updated by the UC on 18 th Dec 2023. <i>Addition of a clause "Attendance".</i>

Faculty Professional Development Policy

Definition

Professional Development (PD) at Al Yamamah University (YU) refers to a structured and ongoing process by which all faculty members (full-time and part-time) enhance their knowledge, skills, competencies, and abilities related to their roles and responsibilities within the university setting. It involves intentional and continuous learning activities designed to improve teaching effectiveness, advance career goals, and contribute to the overall mission and goals of the university. Professional development can encompass a wide range of activities, including workshops, seminars, conferences, courses, training sessions, collaborative projects, research endeavors, and more. The aim is to ensure that individuals stay current with the latest trends, research, and best practices in their respective fields, fostering growth, innovation, and excellence within the university community.

In-house professional development

YU offers a variety of PD activities for all faculty members throughout the year. At the beginning of each academic year, a survey is sent out to all faculty members (full-time and part-time), where they are asked several questions about PD. Questions vary from topic to time availability, form of delivery (on-site or online), training needs, and others.

Process

After the Teaching, Learning, and Development Center (TLDC) identifies the needs, it finds presenters who can give sessions or workshops to the faculty. The University brings experts in the field to give sessions and workshops to faculty members. Faculty members are also given the opportunity to nominate themselves or a colleague that they know and who will present a topic to the faculty pertinent information that will help galvanize the PD plan for the year.

External professional development

YU encourages full-time faculty members to develop and stay abreast of educational developments in teaching in their respective fields. Attendance or participation in such events, online or face-to-face can be arranged with the College Dean. An annual budget for faculty professional development will be allocated in the university's annual budget.

Impact and feedback

The impact of professional development will be measured at the end of each academic year after an annual cycle of PD offered to faculty. A survey will be sent out to all faculty members close to the end of the spring semester, where they will respond to the impact that the PD had on their teaching and other aspects of their professional life at the University. A PD committee will be formed headed by the TLDC director. The committee will study the survey results, address any concerns, and apply them to the PD plan for the next academic year.

Attendance

Attendance at AI YU's professional development sessions significantly influences faculty members' professional growth. The university emphasizes the importance of faculty participation in PD activities offered by their respective departments and the TLDC. A mandatory minimum attendance of TWO events has been instituted, aligning it with the annual performance evaluation. All PD events will have to bear a certificate that will be uploaded on an internal system. This strategic integration ensures that faculty members not only enhance their skills but also contribute positively to the overall academic environment. The symbiotic relationship between professional development and faculty performance reflects the university's commitment to fostering a dynamic and continuously improving learning environment.

Exceptions

The University Council reserves the right to decide on any situation/circumstance outside of the conditions stated in this policy.

Authorization

This policy was authorized by:



University President

Date: 21-12-2023