

260C.36 Quality faculty plan.

1. By October 1, 2002, the college administration shall establish a committee consisting of instructors and administrators, equally representative of the arts and sciences faculty and the vocational-technical faculty, which has no more than a simple majority of members of the same gender. The faculty members shall be appointed by the certified employee organization if one exists and if not, by the college administration. The administrators shall be appointed by the college administration. The committee shall develop a plan for hiring and developing quality faculty that includes all of the following:

- a.* An implementation schedule for the plan.
- b.* Orientation for new faculty.
- c.* Continuing professional development for faculty.
- d.* Procedures for accurate recordkeeping and documentation for plan monitoring.
- e.* Consortium arrangements when appropriate, cost-effective, and mutually beneficial.
- f.* Specific activities that ensure faculty attain and demonstrate instructional competencies and knowledge in their subject or technical areas.
- g.* Procedures for collection and maintenance of records demonstrating that each faculty member has attained or documented progress toward attaining minimal competencies.
- h.* Compliance with the faculty accreditation standards of the north central association of colleges and schools and with faculty standards required under specific programs offered by the community college that are accredited by other accrediting agencies.

2. The committee shall submit the plan to the board of directors, which shall consider the plan and, once approved, submit the plan to the department of education and implement the plan not later than July 1, 2003.

3. Between July 1, 2003, and June 30, 2006, the department of education shall conduct on-site visits to ensure each community college's compliance and progress in implementing its plan. At a minimum, the department shall visit five colleges each year until the department has conducted on-site visits at each community college. By July 1, 2006, the department shall submit a report summarizing the department's findings to each community college and to the state accreditation team appointed pursuant to section 260C.47.

4. The administration of the college shall encourage the continued development of faculty potential by doing all of the following:

- a.* Regularly stimulating department chairpersons or heads to meet their responsibilities for the continued development of faculty potential.
- b.* Reducing the instructional loads of first-year instructors whose course preparation and in-service training demand a reduction.
- c.* Stimulating curricular evaluation.
- d.* Encouraging the development of an atmosphere in which the faculty brings a wide range of ideas and experiences to the students, each other, and the community.

C93, § 260C.36

2002 Acts, ch 1047, §5