

Faculty Professional Development Policy

Philosophy

At Brigham Young University-Hawaii we encourage all faculty to avail themselves of professional development opportunities. To support faculty a three-credit hour course release is available annually. A second course release is also offered every third year. Faculty may also apply for paid professional development leaves.

These releases and leaves are offered in order to promote faculty members' engagement in their discipline, to enhance teaching effectiveness, and to maintain a vibrant academic culture on campus. The work accomplished through professional development opportunities also sets an example of lifelong learning for students.

Policy

BYU-Hawaii encourages faculty to take advantage of annual course releases and periodic professional development leaves. Faculty who are on a continuing faculty status track or have received continuing faculty status are eligible for course releases and professional development leaves.

To this end the faculty may apply for the following:

1. A three-credit hour course release annually through the faculty member's college.
2. A second three-credit hour course release every third year. These releases are initiated in conversation with a faculty member's Chair and Dean and are reviewed by the Dean in conjunction with the Associate Academic Vice President. In some cases faculty may request a second course release every other year, pending the availability of funds. Two course releases are not given in the same semester or term.
3. Professional development leaves may be applied for every six years for one, two, or three semesters. Proposals are submitted through faculty member's college the year prior to the leave. The university provides full pay for one-semester leaves and half pay for two and three semester leaves. Approvals for course releases are through the Office of the Academic Vice President but also require approvals from the department chair and college dean.

An orchestrated faculty development plan should clearly reflect how the course release or leave would benefit students as well as the department and college. Faculty members are expected to work closely with their respective department chair and college dean in preparing applications for course releases and leaves. Outcomes may include the development of course materials, conference papers and publications, or other creative works and performances.

Approval of applications for course releases and leaves is based on the history of well developed and executed faculty development plans from prior years or the promise for such as may be the case with new faculty.

Approved by the Deans Council Oct. 7, 2011