



## **PROFESSIONAL CURRENCY AND SCHOLARSHIP POLICY**

Approved by: Academic Coordinating Committee

Authorizer: Executive Director, Academic Administration

Reference Code: A41 V1.

Effective Date: September 2013

### **POLICY STATEMENT:**

Conestoga is committed to:

- (a) a culture of ongoing and shared learning, collaboration, inquiry and strategic development with our students that improves applied learning and enhances practices and products for industry and service delivery;
  
- (b) the fundamental importance of (i) professional currency as a pre-requisite to excellence in applied learning, and (ii) intentional planning and integration of scholarly work with teaching and student learning activities to achieve the Polytechnic Advantage; and,
  
- (c) sustainability through team work and prioritization of development initiatives and their resource implications with shared accountability and decision-making with faculty.

All activities related to this policy and associated procedures are aligned with academic expectations and program delivery. Priorities for development initiatives are identified in the Conestoga, School and Department/School academic plans. These plans create a context for the annual planning of development activities as well as provide the framework for knowledge dissemination and mobilization.

## **SCOPE:**

Individual full-time faculty and academic administrative staff are invited to demonstrate currency in the following ways: (a) to undertake initiatives related to professional areas of expertise and pedagogy, (b) to contribute as individuals or as a team to scholarly initiatives that advance teaching and learning, and (c) to implement initiatives related to industry practices.

Plans are approved on an annual basis in accordance with college-wide priorities and resource availability.

## **DEFINITIONS:**

**Professional Currency:** Conestoga's expectation is that faculty maintain their professional designation as identified on hiring (a personal responsibility) throughout their career at Conestoga, remain current with professional trends in their fields of expertise and improve their professional credentials as opportunities present. Faculty may also decide to improve their academic credentials

**Scholarship:** Creative intellectual work that is validated by peers and communicated and that encompasses scholarly activities aligned with Boyer's model of scholarship, scholarship of service and scholarship of leadership all with the goals of enhancing quality and innovativeness of teaching and learning and products/practices for the workplace and industry.

**Academic Plans:** The academic plans from Conestoga's Academic Division and the School and Department/Program regarding development expectations and priorities for a multi-year period. These plans guide development activities and integration and dissemination of learning as a result of professional currency and scholarly initiatives.

## **POLICY ELABORATION:**

Conestoga values teamwork and the diversity of contributions that mirror the diversity of its programming. Our focus on applied learning and community partnerships create opportunities to engage students in scholarly activities and to contribute to industry.

Faculty contribute to Conestoga in their role as educators and subject matter experts. In addition, faculty are considered academic leaders in areas such as (a) curriculum design and

teaching, (b) as implementers of quality improvement activities and (c) as contributors to, and leaders of, scholarly initiatives for evidence-informed change in Conestoga's programs as well as education imperatives that impact graduates, and finally as (d) implementers of solutions-focused applied research that may direct teaching and learning or society.

Academic administrators and specialists across Conestoga add expertise, experience and cross-functional opportunities to enrich the overall culture of the inquiry, shared learning and currency of professors in degree and non-degree programs.

## **REFERENCES:**

Academic Procedure: Professional Currency and Scholarship

Academic Procedure: Scholarly and Professional Development Leaves

Human Resource Procedures: Faculty Teaching in Degree Programs

Research Policy: Applied Research and related Procedures for the Research Ethics Board

## **REVISION LOG:**

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April 26 2013           Policies and Procedures Committee – Approved

May 21 2013           Academic Coordinating Committee - Approved