

Subject: Annual Professional Development Funding for Faculty Disciplinary Expertise

Movers: (Contact): Dr. Aylin Atilgan Relyea and Dr. Nikki Slovak, Santa Rosa Junior College
Departments: English for Multilingual Students, Department of Behavioral Sciences

Seconder: _____

Whereas, The primary basis for faculty hiring is subject matter expertise and meeting the minimum qualifications in one's discipline as outlined in Title 5 and in *Minimum Qualifications for Faculty and Administrators in Community Colleges Handbook*ⁱ; and Santa Rosa Junior College's tenure review process includes evaluation criteria related to the maintenance of discipline and technological currencyⁱⁱ and continuing faculty evaluations include evaluation criteria related to professional development that support and promote one's disciplineⁱⁱⁱ;

Whereas, Sonoma County Junior College District policy states that activities related to maintaining current academic and technical skills among faculty should be encouraged and supported^{iv}; and in Spring 2023, the Santa Rosa Junior College Academic Senate formally voted to amend the college's Strategic Plan Objective 1 to include the promotion of professional development resources to support disciplinary expertise;

Whereas, the state of disciplinary knowledge in the Academy is dynamic and staying current in one's field requires membership in professional organizations, participation at professional conferences, and/or renewal of professional certifications; and that the cost of such activities places a considerable and, at times, insurmountable financial burden on faculty;

Whereas, the practice at many other community colleges, both in California and nation-wide, such as Berkeley City College^v, Laney College^{vi}, Merritt College^{vii}, and College of Marin^{viii}, is to fund discipline-specific professional development activities; and by doing so, demonstrates these colleges' commitments to faculty and student success:

Resolved, That the Academic Senate for Santa Rosa Junior College strongly advocates that the District prioritize faculty disciplinary expertise, as it essential to achieving the college's #1 Strategy–Academic Excellence—as written in their Strategic Plan;

Resolved, That the Academic Senate for Santa Rosa Junior College urges the Planning and Budget Committee to develop a transparent and equitable process for ALL faculty to participate in activities in their specific fields of study that promote disciplinary expertise and currency in their academic field.

ⁱ [Minimum Qualifications for Faculty and Administrators in California Community Colleges](#)

ⁱⁱ <http://afa-srjc.org/Contract/Articles/art30.pdf>

ⁱⁱⁱ <http://afa-srjc.org/Contract/Articles/art14a.pdf>

^{iv} <https://trustees.santarosa.edu/board-policy-manual>

^v <https://www.berkeleycitycollege.edu/staff-dev/how-to-apply-for-funding/>

^{vi} <https://laney.edu/professionaldevelopment/>

^{vii} <https://www.merritt.edu/professionaldevelopmentcommittee/funding-requests/>

^{viii} <https://www1.marin.edu/professional-learning/conference>