

FACULTY DEVELOPMENT PROCESS (FDP)

CONTINUOUS, TEMPORARY, AND CASUAL PARTICIPATION GUIDELINES

All Faculty members, regardless of their employment status, are eligible to participate in the Faculty Development Process, or FDP. Not only can Fulltime Continuous Faculty members participate, but Temporary and Casual Faculty members may also go through the FDP. These are the guidelines under which Fulltime Continuous, Temporary, and Casual Faculty participate. The process is driven by the Faculty member by communicating with the Person They Report To, typically a Dean or Associate Dean, that they wish to begin the FDP.

Continuous Fulltime Faculty members have an FDP about every 3 years, or anytime there is a major change in responsibilities.

Temporary Faculty members also have an FDP about every 2-3 years, or anytime there is a major change in responsibilities.

Casual Faculty members may request an FDP at any time in their BVC career. If they are considering a new role at BVC, it's suggested they go through the FDP so their interest is noted.

It's hoped all Faculty members will receive some form of feedback after their first year in the role. One avenue could be an abbreviated form of the FDP, or it could be from one of the Tools in the FDP.

Participating in an FDP is considered part of a Faculty member's job responsibilities, and thus Faculty members do not receive additional compensation when completing an FDP, regardless of their employment status.

Human Resources will issue a report to Associate Deans periodically indicating who has had an FDP and when, which will help identify any FDPs outstanding or due for follow up.