

Main Points of the Task Force's Recommendation on Professional Development

- **Background:** CELT was initially conceptualized as a well-supported professional development resource that would collaborate with other entities at the college involved in professional development. CELT has not been properly or consistently resourced to accomplish its mission.
- The main recommendations are to emphasize the broad scope for the center and solidify its core resources.
- A new name suggests a new start. The "The Academy: The Academicians' Center for Excellence" implies an inclusive professional development resource for all faculty and professional staff.
- The Academy's mission is to serve the central mission of the college through actively promoting excellence in meaningful life-long learning, teaching, scholarship, service, professional growth, and development of the academicians of the college.
- The Academy's philosophy is that our college can successfully serve its mission to the extent to which our faculty and professional staff provide models of meaningful life-long learning, growth, and development as academic professionals.
- Anything that contributes to excellence in our members' professional development is within the Academy's scope.
- The Academy will facilitate, collaborate, coordinate, link, create, and develop programs. It will network with experts and collaborate within the college community. Other offices, programs and individuals on the campus currently contribute to the goals of professional development. The Academy will not administer other offices or programs.
- The Academy needs core resources for leadership, program/office operations, and essential programming.
 - **Leadership:** The director of the Academy should be an exemplary teacher-scholar who has demonstrated commitment to professional development. It is imperative that the director maintains an identity as faculty member, hence the director continue to teach regularly. The director would be essentially totally committed to the center, except for teaching one course regularly. The associate director should have characteristics similar to the director, but would remain more strongly identified with his/her home department, hence the idea of a two course release and service designated as primarily with the center.
 - **Program/Office Management:** The Academy needs skilled information management and office management provided by a full-time executive assistant who maintains the smooth functioning of the center on a daily basis.
 - **Funding:** Consistent with other effective centers the Academy needs a substantial core budget beyond personnel. The Provost's Office will continue to provide the core budget of the Academy, but it is hoped that all areas of the college will contribute to the support of the Academy. The director will strive to obtain additional funding to expand programming. This may include grants, gifts etc.
- The Academy itself will continue to need effective space, and many of the space resources will be shared with other offices/entities. There is ongoing planning about synergistically sharing space in Penfield Library with ORSP et al.
- As resources permit the Academy will extend support to related efforts such as: The Academy Fellows Program, various mentoring programs, an Academy Club, and the Academy Scholars.
- **Costs:** The home departments of the director and associate director should be reasonably compensated for their contributions. (Realistically, that might mean a line to replace the director and at least replacement of lost teaching for the associate director.) The administrative assistant would require a reasonable salary and benefits (estimate \$40K?). There would need to be some augmentation of the current operating budget.