THE ASK

Integrating Professionally Oriented Faculty

The Pathways Commission

We value the contributions of POF and commit to applying these principles with integrity consistent with the legitimate role of a higher education institution. We will develop and implement institutional policies, procedures, training, and internal reporting structures that ensure fidelity to these principles throughout our organization. We believe applying these practices will achieve a more effective environment for education, research, and service.

Accordingly, we will provide opportunities for POF to do the following:

• Teach both undergraduate- and master’s-level courses consistent with their expertise
• Participate and lead as members and chairs of department and program committees
• Be considered for department teaching, research, and service awards on an equal basis with TTF
• Actively participate in department faculty meetings, including, as applicable, voting on program/department matters (other than those related to promotion and tenure and doctoral programs)
• Participate in established orientation programs
• Be offered multiyear contracts when allowable by existing policy and legal parameters and consistent with other faculty
• Receive resources and support (e.g., technology, office space, travel funds for conferences/workshops and other faculty development opportunities) on par with tenured and TTF
• Have position titles and promotion structures consistent with the institution’s mission
• Contribute to the development of academic research consistent with their expertise

Further, we will advocate for integrating POF at college and university levels with opportunities to do the following:

• Participate as members of and chair college and university committees
• Be eligible to receive college and university teaching, research, and service awards
• Serve as faculty advisors for student organizations

We will be transparent in our implementation of these principles, provide information that demonstrates publicly our commitment to them, and encourage and support other institutions to implement these principles.

Adopt the Principles

To adopt these principles for integrating POF, visit www.pathwayscommission.org and indicate your intention to begin implementation and abide by the articulated principles. You are encouraged to indicate on your institution website your adherence to the principles and, on an ongoing basis, to reevaluate and ensure compliance with the principles, making any necessary adjustments to meet its spirit and principles. Questions about this effort can be sent to Mimi Janotka at mimi.janotka@aaahq.org.