

multiplied by 16 (for the number of weeks of the semester) to arrive at a per credit pay amount. The per credit pay amount is then multiplied by the number of credits of overload or adjunct rate of pay per hour multiplied by 16 weeks; whichever is greater.

2. Summer Contracts are considered overload contracts and will be calculated as such.

G. ACADEMIC PROGRAM REVIEW

Please consult the Program Review Manual located on Canvas under the Academic Department page. For guidelines, instructions, and timelines for conducting an Academic Program Review. Program Review is the work of each division with oversight provided by Dean of Academic Affairs. The Division Chair oversees the process ensuring all tasks are carried out and are submitted on time. A lead instructor is assigned and will gather necessary documentation and data and write the report. Other division faculty members and the Division Chair may also be included as part of the Program Review. In special circumstances, such as a program review that runs concurrent with a program accreditation process, faculty may be granted credit equivalency as part of their workload.

2.6 RESEARCH

Professional research in respective academic areas is both necessary and desirable. Faculty members are encouraged to undertake worthy projects which do not detract from their other responsibilities of instruction and service to students and the college. All research projects must be approved by Vice President of Academic Affairs and Institutional Effectiveness.

2.7 FACULTY CONSULTING ACTIVITIES

The duty and primary professional responsibility of all full-time faculty is to the college; faculty must not engage in any other enterprises on a regular basis when such practices are in direct conflict with their services to the college.

1. Approval. The practice of professional consulting of a non-routine nature is recognized as a desirable activity; however, each faculty member engaged in paid consulting service must obtain approval from the Dean of Academic Affairs. Likewise, community service should be undertaken enthusiastically but without disrupting basic duties.
2. Time. The time used for consulting must not interfere with the regular duties of the individual and should in no case require more than the equivalent of one day per week. The use of any college facilities or equipment for consulting work is prohibited unless such activity is undertaken specifically for the college's benefit and with college approval.

2.8 ACADEMIC FREEDOM

1. The LCOOC mission is to provide Anishinaabe communities with post-secondary and continuing education while advancing the language, culture, and history of the Ojibwa. Essential to the realization of these ideals is a free and open academic community which takes no ideological or policy position. Expression of ideas cannot be realized unless there is opportunity for a variety of viewpoints to be expressed. Toleration of what may be in error is an inescapable condition of the meaningful pursuit of truth. The academic

community must be hospitable even to closed minds, and it must welcome the conflict of ideas likely to ensue. Academic responsibility to provide opportunity for expression of diverse points of view generates academic freedom.

2. The faculty member is entitled to full freedom in the style and methodology he/she chooses to provide instruction, such as by lecturing or conducting demonstrations in his/her subject or field of competence. He/she is entitled like any other member of the community in which he/she lives to establish membership in voluntary groups, to seek or hold public office, to express his/her opinions as an individual on public questions, and to take action in accordance with his/her views. Cognizant of his/her responsibilities to his/her profession and to his/her institution, the instructor accepts certain obligations: he/she respects the rights of others to express opinions and to ensure that his/her personal views do not interfere with the unfettered search for truths by students and colleagues.
3. He/she must make clear, however, that his/her actions, statements, and memberships do not necessarily represent the views of the academic community. If there are controls to be exercised over the instructor, they are the controls of personal integrity and the judgment of his/her colleagues. Violations of academic integrity warrant collegial censure.

2.9 GRANTSMANSHIP

Faculty members may be asked to participate in the writing of grants related to their areas of expertise if the necessity presents itself. If this is anticipated for a semester at the time of load assignment, release time shall be considered to provide the time necessary to complete this task.

2.10 FACULTY DEVELOPMENT

Faculty and Adjunct orientation and development is conducted through an Onboarding process with the members of the Executive Council and Faculty in-services provided by the office of the Dean of Academic Affairs.

1. Faculty development requests should be submitted to the faculty member's supervisor and will be incorporated into the performance evaluation and goal setting process. This process is in accordance with the Professional Development Policy & Procedure (Policy 10.7) which can be found online.
2. For information regarding sabbatical or educational leave, please consult the Employee Handbook.
3. Faculty development is an ongoing commitment at the college. The Dean of Academic Affairs, in collaboration with each faculty member, is responsible for developing an individualized faculty development plan as part of the annual goal setting and performance evaluation process.
4. The Dean of Academic Affairs has final approval of all faculty development requests.
5. An annual professional development budget will be established under the direction of the Dean of Academic Affairs.