

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.