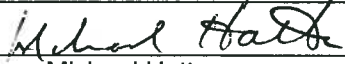


Policy #	(formerly 0202-1 (R)) AC110
Approved by:	
Name:	Michael Hatton
Title:	Vice President Academic
Approval Date:	January 4, 2013
Policy Holder:	Vice President Academic
Administrative Contact:	Associate Vice President Academic Operations, Associate Vice President Teaching & Learning
Replaces Policy Dated:	December 3, 2004
Review Date:	December 2017

Faculty Evaluation and Professional Development

Purpose/Rationale:

The Humber College Institute of Technology and Advanced Learning (hereafter referred to as "Humber" or "the College") is committed to both educational excellence and to the development of its people. This policy establishes guidelines for the evaluation of all Humber faculty.

This document is available in alternate format on request.

Scope:

This policy applies to all faculty.

Definitions:

None

Policy:

1. General

- 1.1. All collective agreement clauses that are specific to faculty evaluation and professional development will be aligned with this policy as they apply.
- 1.2. Emphasis will be on continuous improvement and professional growth.

2. Faculty Evaluation

- 2.1. Humber is committed to teaching excellence and will measure and evaluate teaching effectiveness by using a variety of tools and methods including (but not limited to) the following:
 - Class visits by academic administrators
 - Student feedback questionnaires
 - Faculty portfolios

- Student focus groups
- 2.2. Academic Administrators will make clear the standards being applied in the evaluation and will objectively assess the faculty member's effectiveness.
 - 2.3. Probationary faculty members will receive a copy of their performance review which forms part of their employment record.
 - 2.4. Non-probationary and contract faculty members will receive performance feedback periodically.
3. Professional Development
- 3.1 Humber is committed to supporting faculty in the pursuit of professional development activities, both within and outside of the college, in order to ensure currency of faculty and promote curricular and instructional innovation.
 - 3.2 Faculty may also pursue further academic, professional, or technical education or maintain currency in their fields by participating in conferences, meetings, industry placements, job shadowing or exchanges.

References:

[Academic Employees Collective Agreement](#)

[Postsecondary Education Quality and Assessment Board Handbook for Ontario Colleges 2010](#)

Student Feedback Questionnaire Policy

Appendix:

None

Related Procedure:

Faculty Evaluation Procedure