

3.7.3 The institution provides evidence of ongoing professional development of faculty as teachers, scholars, and practitioners. **(Faculty development)**

Off-Site Committee Comments

Troy University defines the need for and types of faculty development in the Faculty Handbook. It offers faculty members financial assistance for travel to professional meetings, reduced course loads and financial support for research projects. It also provides for sabbatical leaves. Additionally the institution offers a range of workshops and symposia concerning technology and other subjects of professional interest. It offers funding for travel-abroad programs and training in grant writing. In all, it offers a broad range of opportunities for professional development. The University should explicitly affirm and document that these policies apply to all faculty at all locations.

The On-Site Committee should seek further documentation that these procedures apply to all faculty.

NARRATIVE

Troy University supports its faculty in a variety of ways, as noted by the off-site committee. This institutional support extends to all faculty members, regardless of campus or site location. Additionally, faculty members at all locations are represented on the various committees devoted to faculty development. The following sections offer explicit documentation regarding Troy University's support of its entire faculty in their professional development as noted in the University's Faculty Handbook and other policy materials.

Grant Writing, Workshops and Fund

In the year from fall 2007 to fall 2008, the Office of Sponsored Programs offered a variety of workshops to assist Troy University faculty members in their grant writing activities. More than 200 faculty members participated in these workshops. These faculty members represented all four of Troy University's Alabama campuses as well as sites in its Global Campus. A complete participant list showing campus/site locations is provided.

Since the merger of the separately accredited Troy State University campuses into a single Troy University in August 2005, the institution's faculty has generated almost \$100 million of grants and contracts. These faculty members represent the University's four Alabama campuses as well as its Global Campus. Each of these faculty members, regardless of location, is supported in his or her grant-writing efforts by the Office of Sponsored Programs. A complete listing of all grant and contract activity since August 2005 is provided.

Additionally, the Office of Sponsored Programs has recently created a competitive process to assist writers through specific types of pre-grant funding. This fund is open to all full-time Troy University faculty members regardless of location. Information about this

fund and its inclusive support of Troy University faculty can be found at the Office of Sponsored Programs Web site.

Faculty Development Committee

As noted in the Compliance Report, Troy University supports its faculty through the activities of its Faculty Development Committee (FDC). This committee disperses monies, through a prescribed process, to support faculty research projects as well as faculty travel to professional conferences. Members of the Faculty Development Committee represent the faculty at all Troy University campus locations, including the Global Campus as the Faculty Development Committee roster demonstrates. As the committee roster suggests, each of the five University campuses (Troy, Dothan, Montgomery, Phenix City and Global Campus) have specific representation. Additionally, the representatives from each of the five University colleges (Arts and Sciences, Business, Communication and Fine Arts, Education, and Health and Human Services) are selected in a college-wide electoral process and may come from any campus or site within the University. For 2008-09, the college representatives are from the Troy, Montgomery and Phenix City campuses.

All full-time Troy University faculty members, regardless of location and including those faculty members who deliver online courses, are eligible to submit proposals to and receive support from the Faculty Development Committee. Each type of FDC support contains the following eligibility statement (example shown is for professional presentation grants):

Eligibility: Regular teaching faculty members of Troy University, with tenure or in tenure-track positions, are eligible to receive a Paper Presentation Grant.

In 2008, the Faculty Development Committee received proposals from, and supported various instructional and research activities by, faculty from each of the University's four Alabama campuses as well as its Global Campus. In addition to Troy campus faculty, the other campuses were represented with support in 2008 for 16 faculty members. Several of these recipients received support for multiple grants over the course of the calendar year.

Dothan	Four FDC grant recipients
Montgomery	Five FDC grant recipients
Phenix City	Three FDC grant recipients
Global Campus	Four FDC grant recipients

International Travel/Chancellor's International Initiative

In 2007-08, thirty-one University faculty members from throughout the institution's various locations made inquiries and/or submitted proposals to receive support for international travel from the Chancellor's International Initiative. This initiative was discussed in greater detail in Section 3.7.3 of the Compliance Certification Report. Of the 31 faculty members who made inquiries and/or submitted proposals and received funding support, almost one-third (10 of 31) came from campuses and sites other than the Troy campus:

R Bynum	Dothan Campus
M.C. Colley	Phenix City Campus
R. Davis	Dothan Campus
T. Esteves	Global Campus
J. Harrington	Montgomery Campus
A. Krishnamoorthy	Global Campus
L. Lipscomb	Montgomery Campus
F. Meine	Global Campus
G. Norman	Montgomery Campus
M. Rippy	Dothan Campus

The Chancellor's International Initiative, by policy and in practice, is open to all Troy University full-time faculty members, regardless of their campus or site, including those full-time faculty members who deliver online courses through eCampus.

Departmental Travel Support

Full-time faculty at all campuses and sites are also supported professionally through their individual departments. Typical of this support are funds to travel for the purposes of professional conferences. Evidence of these travel budgets can be noted in the University's detailed budget materials for each college, campus and department. If desired, these materials will be made available to on-site committee members for their review during the visit to the Troy campus.

eCampus Colloquium

For the past ten years, Troy University has conducted an eCampus Colloquium open to all faculty who are interested in teaching online courses. The 2007 eCampus Colloquium featured Dr. David Pierce Snyder as the keynote speaker addressing "The Future of Online Learning." In 2008, the keynote speaker was John Baldoni on "How Great Communicators Make Things Happen." The 2009 eCampus Colloquium will be offered for the

first time in a fully online format and will focus on “Tech Savvy Teaching for Global Online Students.”

The University’s annual eCampus Colloquium is open to all University faculty members regardless of location. Additionally, the workshop presenters at these colloquia, who are typically University faculty, represent all five major campuses of the University: Troy, Dothan, Montgomery, Phenix City and Global Campus.

Summary

In summary, since its merger in 2005, Troy University has been careful both in the creation of its policies as well as their execution in practice to include its entire faculty in areas of professional development. Troy University does not segregate support for its faculty on the basis of their specific campus or site location. As requested by the off-site committee members in their review of Comprehensive Standard 3.7.3, Troy University explicitly affirms its support of the professional development of its entire full-time faculty, regardless of location.

Troy University respectfully finds that it is in compliance with this comprehensive standard.

3.7.3 Supporting Documentation Available Online	Location
2007-2008 OSP Webcast Attendees	http://sacs.troy.edu/reference/fr03-07-03/2007-2008_OSP_Webcast_Attendees.pdf
Comprehensive Standard 3.7.3	http://sacs.troy.edu/reports/03-07-03.html
eCampus Colloquium	http://www.troy.edu/ecampus/colloquium/presentations/index.html
Faculty Development Committee	http://stars.troy.edu/troy_website/fdc.html
Faculty Handbook, 2008 Edition	http://sacs.troy.edu/reference/Faculty-Handbook-2008-Edition.pdf
Grant and Contract Activity Summary	http://sacs.troy.edu/reference/Grant-and-Contract-Activity-Summary.pdf
Office of Sponsored Programs Web Site	http://www.troy.edu/osp/
Paper Presentation Graphs (Faculty Development Committee)	http://sacs.troy.edu/reference/fr03-07-03/Paper_Presentation_Grants.pdf