

**Agreement**  
**Between**  
**the Guam Community**  
**College Faculty Union**  
**Local 6476 AFT/AFL-CIO**  
**&**  
**the Guam Community**  
**College Board of Trustees**  
**2023-2029**

<b>Advancement-in-Rank Committee</b>	
Charge	Refer to Article XIV-Advancement-in-Rank.
Chairperson	Chairperson and/or Chairperson-Elect to be elected from among the membership.
Composition	The Advancement-in-Rank Committee shall be elected by the Local dues paying members of the Bargaining Unit and consist of six (6) elected faculty members who, at the time of the election, hold the rank of Assistant Professor or higher, have been employed by the College for a minimum of three (3) years, and are dues paying members of the Local. No department may have more than one (1) faculty member serving on the committee at any time.
Term	A term is defined as two (2) years.
Workload	A) For postsecondary instructional faculty: instructional hours reduced by 45 hours per semester. B) For all secondary and non-instructional faculty: participation to be reflected in faculty workload or release. C) For secondary instructional faculty and Department Chairpersons: participation to be reflected as an overload.

<b>Professional Development Initiative Committee (PDIC)</b>	
Charge	Refer to Article XV-Professional Development Initiatives. Plan and organize professional development activities, mentorship, and training for faculty. This includes initiating, planning, and facilitating said trainings to include the mandatory professional development that will occur in the Spring semester (previously College Assembly).
Chairperson	Chairperson to be elected from among the membership.
Composition	The PDIC shall be elected by the Local dues paying members of the Bargaining Unit and consists of four (4) elected faculty members, who at the time of the election, hold the rank of Instructor or higher, have been employed by the College for a minimum of three (3) years, and are dues paying members of the Local. It is preferred that membership will include representation from each of the following: secondary, postsecondary, including CTE and GenEd, and non-instructional faculty. No department may have more than one (1) faculty member serving on the committee at any time.
Term	A term is defined as two (2) years.
Workload	A) For postsecondary instructional faculty: instructional hours reduced by 45hours per semester. B) For all secondary and non-instructional faculty: participation to be reflected in faculty workload or release. C) For secondary instructional faculty and Department Chairpersons: participation to be reflected as an overload.

## ARTICLE XV - PROFESSIONAL DEVELOPMENT INITIATIVES

### A. PROFESSIONAL DEVELOPMENT INITIATIVES COMMITTEE (PDIC) OVERVIEW

#### 1. Charge

The PDIC shall plan, develop, and implement professional development initiatives that contribute to faculty growth. Such initiatives may include: workshops, mentoring, faculty forums, individual /departmental professional development activities, credentialing, and pursuit of academic credits, etc. To meet this responsibility, the PDIC shall:

- a. respond to institutional professional development priorities, including academic advisement;
- b. encourage and promote ways and means by which faculty may develop their professional skills;
- c. lead and promote a mentorship program among faculty;
- d. keep a record of all faculty professional development initiatives.

#### 2. General Provisions

- a. Members shall begin their term of office on the last day of the Spring semester and complete their term of service on the last day of the next Spring semester.
- b. Prior to September 15, the PDIC shall meet with the Vice President for Academic Affairs to discuss institutional priorities as they are aligned with faculty needs for professional development initiatives and the Vice President for Finance and Administration. Discussion should include the establishment of procedural or processing timelines.
- c. The PDIC shall provide a mid-term written report to the College President via the Vice President for Academic Affairs no later than the last duty day of the Fall semester. This mid-term report shall include information on the plans, activities, and outcomes of the committee. Before the end of the Spring semester, the PDIC shall also submit the end-of-the-year report to the College President via the Vice President for Academic Affairs with a copy to the Faculty Senate President and Local President. The end-of-the-year report shall include a summary of the PDIC's activities, an evaluation of its Internal Operating Procedures and recommendations for procedural change, if any.

#### 3. For the Faculty Professional Development Day (previously Spring Semester College Assembly):

- a. The PDIC, in communication with the Local President, shall hold a faculty professional development day each spring semester of the academic year at which all faculty members shall be present. The Professional Development Day will end by 4 p.m.
- b. The Local President will meet with the VPAA by September 30<sup>th</sup> to determine the date of the Spring Faculty Professional Development Day and to discuss the inclusion of any mandatory GCC trainings that cannot be completed in the Fall semester.
- c. The date shall be announced at least ten (10) days in advance. The agenda shall be published and made available three (3) days prior to the meeting.
- d. The PDIC may use any combination of seminars, workshops, break-out sessions or online trainings/professional certifications along with speakers, presenters, and/or facilitators. Individual faculty members, and members of other committees, Local or Institutional, can present or facilitate sessions at the request of the PDIC. Professional development may include a range of topics such as: practices in CTE/instruction, learning styles, engagement, teamwork training, academic advisement, grant writing, evaluation/advancement, etc. Faculty can be surveyed to assist in planning. A theme may be chosen.
- e. The GCC Local will hold a meeting at the end of the day.