

The Council has proposed the following revision for Standard 8, Faculty (additions are underlined, deletions are ~~struck through~~):

Standard 8, Faculty

Faculty numbers and qualifications must be sufficient to deliver the educational program and fulfill the mission of the college. Participation in scholarly activities is an important criterion in evaluating the faculty and the college. The college shall give evidence that it utilizes a well-defined and comprehensive program for the evaluation of the professional growth, development, and scholarly activities of the faculty.

Academic positions must offer the security and benefits necessary to maintain stability, continuity, and competence of the faculty. The college must cultivate a diverse faculty through its hiring policies and retention practices. An inclusive and equitable environment should be created, geared toward academic success, including parity in advancement opportunities and compensation for all faculty, including but not limited to race, religion, ethnicity, age, gender, gender identity, sexual orientation, cultural and socioeconomic background, national origin, and disability. Part-time faculty, residents, and graduate students may supplement the teaching efforts of the full-time permanent faculty if appropriately integrated into the instructional program.

In addition, the Council proposes making the following changes to Section 12.8, Elements of the Self-Study, Faculty, of the Accreditation Policies and Procedures of the AVMA Council on Education which states the information veterinary medical educational programs need to include in their self-study (additions are underlined, deletions are ~~struck through~~).

- 12.8.1. Complete Tables A and B, and assess the strengths of the faculty and support staff in fulfilling the college mission.
- 12.8.2. State the current number of academic faculty (head count) who possess credentials as listed in Tables C and D.
- 12.8.3. Assess the challenges for your college in maintaining faculty numbers and quality.
- 12.8.4. Provide information on the loss (what discipline/specialty) and recruitment of faculty (Table A).
- 12.8.5. Provide a concise summary of promotion and tenure policies, and the policy to assure stability for non-tenured, long-term faculty.
- 12.8.6. Provide an estimate of the weight assigned to promotion/tenure and or compensation for teaching, research, service, or other scholarly activities.
- 12.8.7. Briefly describe faculty professional development opportunities available in the college/university, including, but not limited to learning theory and instructional practices.
- 12.8.8. Describe processes in place to annually monitor equity in wages and advancement.
- 12.8.9. Describe current plans or major changes in program direction that would be affected by faculty retirements, recruitment and retention.
- 12.8.10. Describe measures taken to attract and retain a diverse faculty.
- 12.8.11. Describe programs for on-campus delivery of curricular content by individuals not employed full time by the institution (other than occasional guest lecturers), including subjects taught. Estimate the percentage of core curricular content delivered in this way.
- 12.8.12. Describe the role of interns, residents, and graduate students in teaching and evaluating veterinary students.