

The following standards statements describe professional behaviors to be exemplified by all Cuesta College faculty. Although the following standards are those that Cuesta College holds to be professional, they are not intended to be all-inclusive. These articulated standards will be used as the basis for evaluating the performance of all Cuesta College faculty. They will serve also as criteria for hiring and guiding during probationary periods, as well as criteria for tenuring and post-tenuring review processes of the college.

Cuesta College faculty members, whether regular or temporary are to adhere to the following standards:

Obligations to Discipline and/or Students:

1. Meets minimum qualifications or its professional equivalent in discipline or area of specialization.
2. Demonstrate competence in performance whether providing instructional teaching, counseling, learning skills, library or other service.
3. Provide quality time for the purpose of assisting students personally.
4. Provide each student, at the first opportunity, with criteria for the successful completion of course work.
5. Demonstrate a sensitivity to and understanding of the diverse academic, socioeconomic, cultural, and ethnic backgrounds of students, and of students with physical and learning disabilities.

Obligations to Institution and or Colleagues:

1. Demonstrate currency in professional discipline or area:
 - a. Revise and update course or other professional work.
 - b. Participate in divisional/cluster in-service activities.
 - c. Present divisional/cluster in-service activities.
 - d. Attend appropriate seminars, workshops, and conferences.
 - e. Provide consultation services in regard to discipline or specialty area.
 - f. Be aware of current practices and literature in professional discipline or service area.
2. Provide meaningful professional input to campus-wide committees as annually assigned and/or as ad hoc assignments are made by the administration or by the Academic Senate Council.
3. Participate in professional organizations related to area of specialization.
4. Participate in the affairs of the local Academic Senate.
5. Accept role as peer evaluator (applied to regular faculty).
6. Provide required reports and records on time.

Obligation to the Community:

1. Maintain professional contacts with industry or the community relevant to area of specialization.
2. Represent the college in the community.

(Approved: 6/20/89)

(Revised: 12/8/99)