Dear Colleagues

The Faculty Renewal and Development Collaborative Team is one of the five teams established for the initial phase of the Academic Plan development. Our goal is to provide the UNBC community with some background, data and some potential questions that will help the University (through Senate) to consider issues related to faculty renewal and development. Our goal is to get a broad understanding of the need for faculty renewal and development along with the principles and models which might be applied to UNBC.

We have conducted an initial survey of a subset of faculty to validate the questions we are asking. As a result, we have altered the wording of some of our questions. Collectively, we received very useful and informative responses from the initial group and look forward to hearing from the greater UNBC community. To that end, we would like to invite you to answer a few questions about faculty renewal and development and tell us if we have missed anything that we should be asking.

1. **Our colleagues have suggested that the definition of faculty renewal centers on two themes – replacement and revitalization. How do you understand the idea of faculty renewal and its importance at or for UNBC? Please elaborate on your answer.**

2. **With regard to principles, we have heard a number of themes from colleagues but dominant among them is the need to retain the faculty that we have and to ensure that we plan ahead strategically for changes. What do you think are the overarching principles that should frame a faculty renewal plan at UNBC? Do you think professional development should be part of faculty renewal or a separate element of the larger academic plan?**

3. **What types of professional development would you suggest/recommend for inclusion?**

4. **Are you familiar with professional development opportunities at other organizations and if so, are there particular exemplars that you would recommend?**

5. **Would you please describe the top three things that you would not change at UNBC with respect to either faculty renewal or development? And in order of importance, what are the three greatest challenges that you think we face in terms of faculty renewal or development?**

6. **Do you have other thoughts on faculty renewal or development that you would like to share with us? Please elaborate.**
Thank you so much for taking the time to answer our questions and providing us with valuable information. Be assured that your responses will remain confidential. Please respond electronically (or hard copy) to unbcplan@unbc.ca by September 25, 2015.

Ms. Patenaude is the Project Manager and will be redacting any personal information or details, collating the results, and providing the redacted comments to the Faculty Renewal and Development Collaborative Team. The information will also be posted on the Academic Planning Committee SharePoint site https://intranet.unbc.ca/sites/IntegratedPlanning/academicplanning/SitePages/Home.aspx

We look forward to hearing from you. Thank you in advance for your feedback.

Sincerely,

Faculty Renewal and Development Collaborative Team
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