



**DISTANCE EDUCATION
UNDERGRADUATE FACULTY
HANDBOOK**

JULY 2018

A Note from President Khoury

To our valued Distance Education Faculty,

Welcome to Unity College, and thank you for your contributions to our educational community. Our students benefit in so many ways from your experience, your energy, and your expertise, and we are excited to have you with us.

As I'm sure you know, Unity College is a special place. Our sustainability science educational framework, our commitment to the liberal arts, and our emphasis on transdisciplinary pedagogy give Unity an extraordinary mission and an uncommon sense of community. Welcome to a team of people determined to make powerful and positive changes in the environmental century — one student at a time.

I am happy you are with us, and I hope that you find your work here satisfying and rewarding. If you need help or have questions, please reach out to your supervisor and let me know if there is anything I can do.

In Unity,

A handwritten signature in blue ink, appearing to read 'Melik Peter Khoury', written in a cursive style.

Dr. Melik Peter Khoury
Unity College President



TABLE OF CONTENTS

SECTION 1: OVERVIEW

I.	EMPLOYMENT HANDBOOKS	6
II.	ABOUT UNITY COLLEGE	6
	A. Accreditation & NC-SARA Membership	6
	B. History and Definition of Unity College Distance Education	6
	C. Unity College Mission Statement	6
	D. Unity College Organizational Structure	6
	E. Distance Education Faculty Definition	6
III.	DISTANCE EDUCATION ACADEMIC GOVERNANCE	7
IV.	DISTANCE EDUCATION ACADEMIC CALENDAR	7

SECTION 2: DISTANCE EDUCATION TEACHING AND LEARNING GUIDELINES

I.	TEACHING AND LEARNING MODEL	7
II.	ACADEMIC RESPONSIBILITY AND ETHICS	7
III.	INSTRUCTIONAL INFORMATION	8
	A. Course Cancellation	8
	B. Syllabus Template	8
	C. LMS Template	8
	D. Class Lists	8
	E. Instructor Attendance	8
	F. Unexpected Absences	8
	G. Course Enrollment / Attendance Policy	9
	H. Course Scheduling	9

SECTION 3: DISTANCE EDUCATION MODEL

I.	FACULTY CATEGORIES AND DEFINITIONS	9
II.	FACULTY WORKLOAD	11
III.	FACULTY RESPONSIBILITIES	11
	A. Teaching	11
	B. Scholarship	11
	C. Service to the College	12
IV.	STANDARDS AND REQUIREMENTS FOR ASSESSMENT, FEEDBACK AND GRADING	12
V.	FACULTY WORK LOCATION GUIDELINES	13
VI.	FACULTY RECRUITMENT	13

DE Undergraduate Faculty Handbook

SECTION 4: EVALUATION AND PROMOTION

I.	EVALUATION AND PROMOTION	14
A.	Annual Evaluation	16
B.	Contract Renewal	14
C.	Promotion Evaluation	16
1	Associate Professor	16
2	Full Professor	16
3	Instructors	17
4	Process	17
II.	FACULTY PROFESSIONAL ENGAGEMENT	17

SECTION 5: FACULTY SCHEDULING AND BENEFITS

I.	FACULTY SCHEDULING AND TEACHING ASSIGNMENTS	18
II.	FACULTY BENEFITS	18

SECTION 6: ACADEMIC QUALITY ASSURANCE PROCESSES

I.	ACADEMIC QUALITY ASSURANCE	19
A.	Quality Matters	
B.	Course-Level and Program-level Assessment	
II.	STUDENT-COURSE EVALUATIONS	19
III.	COURSE-GRADE SUBMISSION AND CHANGES	20

SECTION 7: ACADEMIC POLICIES AND REQUIREMENTS

I.	ACADEMIC FREEDOM POLICY	20
II.	SCHOLARSHIP AND SERVICE	20
A.	Intellectual Property	20
B.	Conflict of Interest	20
C.	Research Misconduct	20
D.	Financial Disclosure for Investigators Funded by Federal Grants	20
E.	Research Involving Human or Other Animal Subjects	20
III.	GRIEVANCE PROCEDURES	21
IV.	PERSONAL CONDUCT AND EMPLOYMENT TERMINATION	21
A.	Termination of Employment of Faculty Member	22
1	Position Elimination	22
2	Termination in Accordance with the Renewal or Promotion procedures outlined in this handbook	22
3	Termination for Cause	22
4	Termination Without Cause	22

SECTION 8: REGULATORY REQUIREMENTS & DISTANCE EDUCATION POLICIES

I.	FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT [FERPA]	23
A.	Advisee Files	23
B.	Student Consent	23
C.	Grade Posting	23
D.	Returning Student Work	23
E.	Letters of Recommendation	23
F.	Questions	23
II.	CONFLICT OF INTEREST AND EXTRAMURAL EMPLOYMENT	23
III.	CONFLICT OF COMMITMENT	24
IV.	INFORMATION SECURITY	24
V.	INTELLECTUAL PROPERTY	25
VI.	COPYRIGHT LAW	25
VII.	FACULTY / STUDENT RELATIONSHIP	25
VIII.	TITLE IX	25
IX.	SOCIAL MEDIA	26

SECTION 1: OVERVIEW

I. EMPLOYMENT HANDBOOKS

This Distance Education Undergraduate Faculty Handbook is meant as a guide for you as you fulfill the duties of your appointment at Unity College. None of the College's policies, procedures or practices, including those set forth in this Distance Education Undergraduate Faculty Handbook are to be viewed as a contract or as creating any promises or contractual rights of any kind. Please note that your employment is also governed by the policies in the [Unity College Employee Handbook](#). In cases of disagreement between this guide and the Employee handbook, the Employee Handbook will govern. The Employee Handbook or the Distance Education Undergraduate Faculty Handbook may be revised without notice with the approval of the President. The Distance Education Undergraduate Faculty Handbook is reviewed regularly by the Chief Academic Officer, Chief Distance Education Officer, and the President.

II. ABOUT UNITY COLLEGE

A. Accreditation & NC-SARA Membership

Unity College is accredited by the New England Association of Schools and Colleges. Unity College Distance Education [DE] is a Maine-approved institution of the National Council for State Authorization Reciprocity Agreements.

B. History and Definition of Unity College Distance Education

Unity College was founded in 1965 by Bert G. Clifford and a group of nine prominent citizens in the town of Unity, Maine. "The Unity Institute of Liberal Arts and Sciences" was established on the 160-acre rural campus donated by George Edward Constable, and opened its doors to thirty-nine students in 1966. The "Institute" has evolved into Unity College, an independent, coeducational, liberal arts college of approximately 700 students, with a focus on sustainability science.

C. Unity College Mission Statement

Through the framework of sustainability science, Unity College provides a liberal arts education that emphasizes the environment and natural resources. Through experiential and collaborative learning, our graduates emerge as responsible citizens, environmental stewards, and visionary leaders.

D. Unity College Organizational Structure

Unity College is organized following an enterprise model which separates the College into discrete Strategic Education Business Units [SEBU's].

The Unity College Enterprise is overseen by the Unity College President and Board of Trustees. A graphic detailing the organizational structure of Unity College is available at [Organization Structure](#).

E. Distance Education Faculty Definition

The Unity College DE faculty, as defined by the Unity College Bylaws, consists of the President, Chief Academic Officer, Chief Distance Education Officer, Deans, Instructors, and all members appointed at faculty rank to the Distance Education SEBU. DE faculty members have the appropriate qualifications and experience that enables them to make significant contribution to the training of graduate students in professional graduate degree programs or undergraduate courses and programs as required.

III. DISTANCE EDUCATION ACADEMIC GOVERNANCE

The academic organization of Unity College Distance Education consists of the President, Chief Academic Officer [CAO], Chief Distance Education Officer [CDEO], Deans, and other faculty [see definitions below]. Academic governance also consists of standing and ad-hoc committees with diverse representation. Committee membership and duties related to committee service is by appointment from the CDEO at the direction of the President.

Please find the Distance Education committee structure here: [Distance Education Committees](#).

IV. DISTANCE EDUCATION ACADEMIC CALENDAR

Please see the Unity College webpage: [Academic Calendar](#)

SECTION 2: DISTANCE EDUCATION TEACHING AND LEARNING GUIDELINES

I. TEACHING AND LEARNING MODEL

Learning theory conceptualizes the learning process as one of active inquiry rather than passively transmitted content, and recognizes that the characteristics of learners calls for a context-driven framework focusing on real world, relevant learning activities.

Constructivist approaches to instructional design and purposeful instruction supports learners in using prior knowledge to construct new learning. The Distance Education teaching and learning model reflects brain-based learning theory by valuing knowledge about individual learner differences in intellectual strengths, learning styles, disposition, and motivation. This approach transforms the role of the faculty to one of managing the overall instructional process and serving as a catalyst encouraging learners to challenge assumptions, engaging learners in self-reflection, and providing a foundation for new learning to occur.

The model is based on the assumption that the learner's active involvement in the learning process is essential. Faculty are expected to serve not only as teachers but also as facilitators of learning. As such, faculty may manage the learning process by engaging learners in a variety of activities that lead students to an understanding of course content and development of academic and professional competence.

II. ACADEMIC RESPONSIBILITY AND ETHICS

The primary responsibility of the faculty is to advance, preserve, and share knowledge; to seek and state truth; and to promote the academic development and responsibility of Unity College Students. To achieve these ends, Unity College faculty must exercise critical self-discipline and judgment in the communication of knowledge. Faculty shall adhere to the ideal of academic freedom as defined by Unity College Academic Freedom Policy. Unity College faculty must be intellectually honest and encourage the free pursuit of education in their students by:

- Demonstrating respect for students and colleagues as individuals;
- Holding students to high academic standards;
- Maintaining a proper role as academic instructors, advisors, and mentors;
- Evaluating students in a fair and honest way;
- Protecting the academic freedom of all students;
- Never exploiting or giving the appearance of exploiting students for individual advantage;
- Upholding the Unity College Student Code of Conduct; and
- Fostering honest academic conduct.

DE Undergraduate Faculty Handbook

Faculty members must exchange criticism and ideas in a manner that shows respect for the opinions and dignity of others. Faculty members must remember that professionals may legitimately differ on issues of importance and must strive to be objective, fair and honest in their professional judgment of colleagues. Questions or concerns regarding the bulleted items should be reported immediately to the CDEO.

III. INSTRUCTIONAL INFORMATION

A. Course Cancellation

Courses to which DE faculty are assigned are subject to cancellation due to low enrollment or other circumstances at the discretion of the institution. Please see the Course Schedule and Cancellation Policy.

All Instructors must be aware of the course withdrawal policy and the Course Enrollment Policy.

B. Syllabus Template

All DE instructors must use the assigned Unity College Distance Education syllabus template. That template is found linked to your Canvas course, or a DE academic staff member will send it to you. It is your responsibility, as the course instructor, to generate the information in the syllabus. The CDEO will review your syllabus and course development and approve these products prior to the beginning of class.

The syllabus must include daily hours available, how to contact the instructor, and clear learning outcomes.

C. LMS Template

Unity College currently uses Canvas as the LMS, but instructors must use whatever format is requested. All DE instructors use the same Canvas/LMS template. That template will be set up when you receive access to your course. You may change the format slightly but any major change, such as changing the home page key features, must be approved by the CDEO. All courses MUST include discussion posts for encouraging participation. Please see the Faculty Engagement policy.

D. Class Lists

Under no circumstances should copies of class lists be given to students. These lists are confidential documents covered by the [Family Educational Rights and Privacy Act](#). This act, often referred to as simply FERPA, provides for access to student records and confidentiality of those records on a need-to-know basis, providing no information is released to a third party.

E. Instructor Attendance

Instructors are expected to be available at regular, advertised hours for students, however that may not always be possible. Anticipated commitments that require absence from your computer and internet connectivity should be communicated to students and the CDEO prior to the planned absence. Canvas notification [e.g., course calendar] of planned lack of availability should be used, if possible. Please see the Faculty Engagement Policy.

F. Unexpected Absences

If an emergency or some other unforeseen circumstance arises and you are unable to be available for your course for a period of time, please contact the CDEO, who will contact the students. If you are able to, you should also notify your class.

G. Course Enrollment/Attendance Policy

Students must participate in courses within the first three days of the term. Failure to participate during this period may result in removal of the student from the course. Unity College does not allow students to audit a class for no credit. It is the instructor's responsibility to encourage students to post in the class during these first three days, and alert a Concierge if students do not "attend" class during this time period. Please see the Course Enrollment Policy.

H. Course Scheduling

Important considerations regarding assigned courses and scheduling are as follows:

- Faculty are scheduled for courses on an as-needed basis and this schedule may change due to student enrollment or interest.
- No guarantee is made to faculty members that courses will continue to be scheduled or that all courses scheduled will take place.
- The college may, at its discretion, cancel any course prior to the start date.

Please see the [Course Schedule and Cancellation Policy](#).

SECTION 3: DISTANCE EDUCATION FACULTY MODEL

I. FACULTY CATEGORIES AND DEFINITIONS

DE undergraduate faculty are full-time, 12-month, college employees. All faculty are expected to have demonstrated ability, either through education or experience, to be successful teaching in their appointed role in an online, hybrid, or face-to-face environment. All undergraduate DE faculty, instructors, and administrative faculty are individuals appointed by the President to the Distance Education SEBU that maintain a full year-round workload within Distance Education and work following renewable appointments with full benefits. This handbook specifically applies to these faculty.

Distance Education Strategic Education Business Unit undergraduate faculty fall into the following categories:

- Adjunct Faculty
- Undergraduate Professorial Faculty
- Undergraduate Instructor
- Academic Administrator

Distance Education Adjunct Faculty are faculty that are hired on a temporary basis to develop and/or teach courses. Policies for adjunct faculty may be found in the Distance Education Adjunct Faculty Handbook. Adjunct faculty are individuals who teach DE courses on a course-by-course basis with no explicit expectation of renewal or benefits. Faculty of the Unity College Flagship who teach DE courses do so only as adjunct faculty. The Distance Education Adjunct Faculty Handbook applies to all DE adjunct faculty including Flagship Faculty teaching a DE course.

Distance Education Undergraduate Professorial Faculty are full time DE faculty that teach primarily undergraduate online courses, although teaching is not restricted to online and faculty may be assigned hybrid or face-to-face courses as needed. Undergraduate Professorial Faculty have scholarship/practitioner expectations. Their workload consists of a minimum of 24 credits per year as assigned by the CDEO, scholarship or professional practice in line with rank and discipline [see description below], and service to the college in the form of committees and

DE Undergraduate Faculty Handbook

program assessment as assigned.

At a minimum, the following general criteria will be required for employment in the Undergraduate Professorial Faculty.

- Demonstrated effectiveness in teaching. A minimum of a Master's degree.
- A record of productive scholarship or professional practitioner development at the regional level.

Regional scholarship is defined as the creation of factual, applied, practitioner, theoretical, or interpretive knowledge, including performances, showings, and other forms of artistic accomplishment, which

- are subject to, at a minimum, regional peer evaluation,
- are disseminated regionally or nationally in professional media or disciplinary publications, and
- establish a permanent record in a format appropriate to the discipline.

A record or strong indication of growing involvement with scholarship for those applicants/members holding the rank of assistant professor.

Undergraduate Instructors must have teaching experience and at least a Master's or multiple years of experience in the employment sector as a practitioner. Undergraduate Instructors will typically teach 30 credits per year and will have reduced expectations of research [see [faculty responsibilities](#) below for details]. Instructors remain at the level of instructor for the duration of their employment. They may be promoted to Senior Instructor after five successful years at the Instructor rank.

Undergraduate Assistant Professors meet the minimum criteria for rank. **Undergraduate Associate Professors** have demonstrated 5 years of successful performance at the rank of Assistant Professor, at least 2 of which are successful teaching at the post-baccalaureate level or in a distance learning environment, and demonstrated active engagement in scholarly activities and disciplinary engagement. **Undergraduate Full Professors** have 5 years of successful performance at the rank of Associate Professor, and at least 3 years experience teaching at the post-baccalaureate level or in a distance learning environment, and have developed recognition in their disciplinary focus through scholarly activities and/or engagement. It is recognized that the above criteria may exclude some highly qualified individuals from consideration, the CAO can recommend individuals for rank that do not meet these criteria if they have demonstrated exceptional professional experience and the capability of performing at the level expected of the appointed rank.

All undergraduate faculty and instructors will be asked to develop courses as part of their course load, serve on committees that facilitate DE academic needs, and work productively with the DE faculty and staff.

Distance Education Academic Administrators are faculty that have a mix of teaching, service, and administrative duties depending on their contract and position. Most Administrative Faculty are responsible for some aspect of curriculum, including program oversight, scheduling, recruitment, budget, new initiatives, assessment, instructional quality, and learning outcomes. Administrative faculty may include, but are not limited to, the President, CAO, CDEO, Deans, and Program Leads.

II. FACULTY WORKLOAD

Faculty will teach in at least three of the five annual terms. Faculty will have at least one term off per year for scholarship and professional development. This will be established annually in June in collaboration with the CDEO.

III. FACULTY RESPONSIBILITIES

The DE faculty have the primary responsibility of implementing the Distance Education programs of Unity College. Faculty teach courses, oversee programs, conduct scholarship, advise and mentor students, conduct outreach, and provide service to the college as necessary. They are expected to develop and teach rigorous and professional courses in an online environment using appropriate pedagogical techniques. Responsibilities are divided into three domains: Teaching, Scholarship, and Service. Specific expectations in each domain are defined in the following sections.

A. Teaching

Teaching activities of DE undergraduate faculty include development and teaching of online, hybrid, or face-to-face courses utilizing the LMS Canvas. Mentoring and advising of students, including capstone projects, academic choices, research projects, and career directions is considered an aspect of the teaching role. A faculty member may be assigned students to advise regarding career, networking, and professional skills, outside of the classroom. In addition, faculty are expected to participate in the development, design, and/or revision of curricula offered by the Distance Education SEBU. Specific teaching expectations include:

1. Development and teaching of courses in a timely and professional manner,
2. Teaching of a minimum of 24 credits per calendar year for undergraduate professorial-rank faculty and 30 credits per year for undergraduate Instructors, as assigned by the CDEO,
3. Use and knowledge of appropriate online pedagogy,
4. Use and knowledge of appropriate assessment tools for a course/program,
5. Use of varied learning modes and technology to engage online students,
6. Guidance of capstone projects in assigned programs as needed, and
7. Providing professional, career, and academic advising to DE students as assigned,
8. Maintaining accurate records of all graded assignments.
9. Faculty teaching above the minimum credits [as outlined above], will receive compensation at the DE adjunct rate.

B. Scholarship

DE undergraduate faculty should exemplify the scholar/practitioner model of undergraduate education in which faculty are expected to pursue scholarly activities, or practitioner development, in their area of disciplinary expertise that are recognized, at a minimum, at a regional-level. Scholarly activities include scholarly research and publication and/or professional practice.

Undergraduate faculty are expected to conduct scholarship at a regional or national level with peer evaluation. Scholarship can include scholarship of teaching and learning, especially involving online education, but disciplinary work is expected. Examples of relevant scholarly activity include publication in peer-reviewed professional journals, delivering papers at professional association meetings, coordination and implementation of research programs,

DE Undergraduate Faculty Handbook

consulting and professional practice, holding office in professional organizations, participating in panels at regional and national meetings, and editorship of professional journals. Practitioners will follow the same model with an increase in expectation of professional presence, outreach, and leadership in their discipline on the regional or national stage versus grants and publications. Scholarship/practitioner goals and activities are established annually and collaboratively between faculty members and the CDEO.

C. Service to the College

The appropriate level of annual service will be established by the individual faculty member and the CDEO each year. Service is approved ahead of time by the CDEO in collaboration with the faculty member.

DE faculty participate fully in the delivery of the DE programs. This participation involves more than teaching of courses and is comprised of service on administrative committees and other forms of governance activities, serving on search committees, and participation in program development and assessment activities. Service may include program reviews, curriculum development, peer-review of courses, search committees, committee work, or other service as assigned by the CDEO.

IV. STANDARDS AND REQUIREMENTS FOR ASSESSMENT, FEEDBACK, AND GRADING

Unity College Distance Education is based on a teaching and learning model that requires active involvement of the learner. Faculty are expected to design and administer courses that facilitate this involvement. Key to this process are course activities that create interaction among students and with the instructor. Common approaches to create this interaction are discussions, collaborative projects, activities that promote questioning, scaffolding of activities so that students draw from previous work, and writing to learn activities. DE faculty are encouraged to utilize most, or all, of these techniques as is appropriate; more importantly, they are required to design and administer courses that foster interaction and active involvement. The following details several guidelines and requirements intended to achieve this goal. Please see the [Faculty Engagement Policy](#).

All classes are required to use graded discussions on a weekly basis to encourage interaction among students. Faculty should participate in discussions regularly but with restraint. The goal of discussions is to have students interacting, reflecting on responses, and reacting to these responses. Faculty responses should encourage these process by summarizing common themes, or providing additional prompts or questions to further discussion. Care should be taken not to respond in ways that limit discussion. Please see [Faculty Engagement Policy](#).

Faculty should regularly participate in class activities beyond provision of course content. At least once per week faculty should be using the announcement feature, discussion posts, or the conversations [CANVAS email] to communicate to the class as a whole. Examples of such participation include reviews or comments on previous activities or comments on upcoming activities.

Faculty should be able to respond to student questions in a timely manner. Faculty are required to post and maintain regular schedules of availability indicated at least five days per week in which they will be able to respond to student inquiries with limited delay. Deviations from these posted schedules should be announced to students.

Assessment comes in two forms, assessment of students and assessment of courses. Faculty should design and administer courses that accomplish both goals simultaneously through the use of assigned activities. Course assignments, used for summative assessment of students, should be

DE Undergraduate Faculty Handbook

designed with the course learning objectives in mind. Most, if not all, assignments should address one or more course learning outcomes.

Faculty are responsible for assessing performance on course learning outcomes. The use of rubrics with course learning outcomes provides the most convenient way to assess student achievement of these outcomes.

Rapid and individualized feedback on grading facilitates active learning and engagement. Faculty are expected to complete grading of assignments within one week [preferably less], and provide feedback that clearly conveys the basis for the assigned grade. Faculty should have their grading return expectation clearly stated with the course syllabus and is expected to adhere to it. Occasional deviations that prevent return of grades within the announced time due to unforeseen circumstances should be announced to students with the time of return clearly indicated. Use of rubrics, comments within rubrics, annotated comments on submissions, and the submission comment feature are all useful forms of providing individualized feedback on grading.

Faculty should incorporate immediacy behaviors into their course communications, as these are known to foster interaction with students and enhance learning in online environments. Immediacy behaviors are actions that convey involvement, openness for communication, and positive affect, apart from the teaching presence of the instructor. Examples of online immediacy behaviors include use of an 'introduce yourself' discussion at the beginning of the course in which the faculty responds personally to each student, use of video in making weekly comments on assignments or activities, and regular use of the student's name in communications or comments.

V. FACULTY WORK LOCATION GUIDELINES

DE faculty may telecommute on a case by case basis as outlined in their contract. This is reviewed annually by the CDEO. Faculty cannot live in Ohio, North Dakota, Washington, or Wyoming and telecommute for Unity College. Faculty telecommuting must be available during work hours for meetings, work regular hours, and be accessible by phone, email, and videoconferencing. Faculty telecommuting must be willing to travel to a Unity College campus at least twice a year as needed.

Faculty must maintain a professional online presence at all times. This includes social media and all interactions with colleagues and students [see [Faculty Code of Conduct](#) and [Social Media Policy](#)].

Faculty must maintain high-speed reliable internet in their work space. Faculty must have a personal functioning computer with video capabilities. Faculty will have an opportunity to receive a reimbursement of a personally-owned computer to conduct their work [see Benefits section for details], and access to any necessary software licenses [as permitted by license], but they are personally responsible for the provision of office space, computer, internet connectivity, and other items that may be necessary to complete their work. Please refer to the DE Faculty Telecommuting Policy.

VI. FACULTY RECRUITMENT

The President authorizes all faculty positions based upon recommendation by the CDEO. With approval from the President, the CDEO initiates the recruitment of qualified individuals to fill a new faculty position by appointing a search committee and its chair. Before undertaking its duties, the search committee reviews the college's hiring procedures and policies with the Office of Human Resources. The search committee will be appointed at the sole discretion of the CDEO

DE Undergraduate Faculty Handbook

and will normally be composed of at least two faculty members and other individuals as appropriate. The search committee follows the selection, screening, and recommendation procedures established by the college's hiring procedures for faculty.

When need arises due to new strategic initiatives or other unplanned circumstances, the President may create a new faculty position to be filled using standard search procedures.

Position appointments by the CDEO that do not undergo a regular search will not exceed two years. To be considered for contract renewal, the faculty member must undergo the faculty evaluation process delineated in [Section 4](#).

SECTION 4: EVALUATION AND PROMOTION

I. EVALUATION AND PROMOTION

Faculty are evaluated annually, at the end of each employment contract, and for promotion.

A. Annual Evaluation

Annual evaluation of all DE undergraduate faculty is performed by the CDEO or designees. All DE faculty members will submit a report of their professional activities and a statement of professional goals to be undertaken for the upcoming year. The annual report will be submitted to the CDEO, who will provide a written response that reflects on the accomplishments and future goals of the faculty member.

This annual report must include the following:

- Summary of teaching assignments from the year
- An updated CV
- Descriptions of their success, challenges, and professional development in the areas of teaching [including student evaluations], service, and scholarship.
- Reflection on the past years goals and proposed goals for the upcoming year.

Following initial appointment, the new faculty member will meet with the CDEO to establish expectations and goals for the first year of employment based on the criteria for [Distance Education Undergraduate Faculty Model](#) stated above. Based on this meeting, a document detailing the agreed upon goals and expectations for the year will be prepared by the faculty member and agreed upon by the CDEO.

Following the initial year of employment, this process of developing a plan of expectations and goals for the year, and review of achievement of the previous year's expectations and goals will occur yearly. The resulting annual reports, and CDEO letters, will be maintained and serve as a primary component of the faculty member's contract evaluation as detailed below.

B. Contract Renewal

Employment within the DE faculty is based on multi-year contracts, although a faculty member may be released from employment at any time [see [Termination Policies](#)].

The initial contract will have a term of one year. The second contract will have a term of two years. All remaining contracts will be three years.

Faculty are evaluated by the Distance Education Evaluation Committee, consisting of one

DE Undergraduate Faculty Handbook

administrator and two DE faculty members, and chaired by an administrator. The administrators and faculty members will be appointed by the CDEO at the beginning of the final year of the contract. The CDEO has the responsibility of ensuring that the faculty member under review is aware of all deadlines in the review process.

Six months prior to the end of the faculty member's contract [unless going for promotion - see below], the faculty member will submit an evaluation packet consisting of all annual evaluation reports relevant to the contract period under evaluation: a current curriculum vitae, annual evaluation reports, and a personal statement documenting the faculty member's achievements in the domains of teaching, scholarship, and service. Evidence supporting these achievements should be provided. Achievements need to be in-line with DE Undergraduate Faculty performance expectations [[Section 3](#)].

Within four weeks of receipt of the faculty member's evaluation packet, the Chair will convene the Evaluation Committee with the faculty member under review to discuss the packet and additional information available to the committee such as student evaluations and a review of course materials. The goal of the meeting is to determine that the faculty member has demonstrated effectiveness in teaching and scholarship. Effectiveness should primarily be based on the expectations and goals that were identified in relevant annual reports, as supported by the evidence available to the committee. The committee can request additional supporting evidence from the faculty member as deemed necessary. The committee will write up a report regarding their meeting with the faculty member and their considerations regarding the faculty members effectiveness. This report will be provided to the CDEO within two weeks of the Evaluation Committee's meeting with the faculty member.

The direct supervisor [typically a Dean or the CDEO] will write a separate report evaluating the faculty members performance in all three domains, based on their supervisory perspective, with an emphasis on service and professionalism. This report will be provided to the CDEO within two weeks of the Evaluation Committee meeting with the faculty member.

The CDEO is responsible for preparing a recommendation, based on these two reports, for renewal or non-renewal to the CAO.

This recommendation must be provided to the CAO, and the faculty member under review, prior to four months to the end of the contract. Should the faculty member find any inaccuracies in the recommendation, or wish to make an argument for renewal in the case of a non-renewal recommendation, they will have two weeks to provide a written response to the CAO.

Based on the recommendation from the CDEO and any response from the faculty member, the CAO shall make a recommendation on renewal or non-renewal of the faculty member's contract.

This recommendation is submitted to the President for final approval. The faculty member, CDEO, and CAO shall be notified of this decision no later than three months prior to the end of the contract. In the case of a renewal decision, the faculty member shall be offered a contract of appropriate length [2 or 3 years] as specified above. In the case of no-cause non-renewal, the faculty member will end their employment at the end of the academic year in which they were evaluated. Non-renewal decisions by the President are final and cannot be appealed.

Contract Renewal Steps:

1. Distance Education Evaluation Committee [chaired by a Distance Education Dean] will evaluate the submitted faculty portfolio, and subsequent meeting, for effectiveness in scholarship and teaching;
2. Distance Education Evaluation Committee will submit recommendation report to CDEO;
3. Direct Supervisor of faculty member will simultaneously submit a report to CDEO evaluating service and professionalism;
4. Based on the DE Evaluation Committee Report and the Supervisor Report, the CDEO creates a summary of process and recommendation to the CAO;
5. CAO reviews to ensure institutional policies and procedures were followed;
6. CAO forwards to President for approval.

C. Promotion Evaluation

DE undergraduate faculty are encouraged to pursue promotion as they are eligible as this indicates active pursuit of improvement in the domains of teaching, scholarship, and service. Assistant and Associate Professors are eligible for promotion when credited with five years of service at the appropriate rank. The faculty member can apply for promotion up to six months prior the end of their fifth year of service at rank. It is the responsibility of the CDEO to notify faculty members when they are eligible to apply for promotion.

Evaluation will be conducted by the Distance Education Promotion Committee. The Promotion Committee consists of: the CDEO [Chair], a minimum of two academic administrators, a minimum of two DE faculty members, and an external academic or professional reviewer of rank above the individual being reviewed. The external reviewer shall be agreed upon by the CDEO and the faculty member under review prior to the start of the promotion review. The external reviewer will provide a letter of evaluation separate from the committee report. Evaluation for promotion is separated from evaluation for contract renewal in that faculty can have contracts renewed even if they are not promoted. It is the faculty member's choice if they wish to have contract renewal and promotion processes occur simultaneously, if timing allows.

Promotion should be based on the standards of the faculty definitions as specified previously in this handbook. Specifically, the following standards should guide the Promotion Committee in its evaluation:

1. Associate Professor

Assistant Professors wishing to be promoted to Associate Professor need to demonstrate active engagement in scholarly activities and disciplinary engagement at the regional or national level for undergraduate faculty [see [faculty responsibility description](#) above]. They are expected to demonstrate effectiveness in all three domains of teaching, scholarship, and service, and provide evidence of excellence in teaching.

2. Full Professor

Associate Professors wishing to be promoted to Full Professor need to demonstrate recognition in their disciplinary focus through scholarly activities and/or practitioner engagement [see [undergraduate faculty responsibilities](#) above]. They are expected to

DE Undergraduate Faculty Handbook

demonstrate effectiveness in all three domains of teaching, scholarship, and service, and provide evidence of excellence in teaching and at least one other domain.

3. *Instructors*

Instructors may be promoted to Senior Instructor after five successful years at the Instructor rank. Promotion for Instructors will focus specifically on excellence in teaching and service. Promotion for Instructors follows the process below, but does not include external peer review.

4. *Process*

Once a faculty member has indicated to the CDEO that they will pursue promotion, the CDEO will organize the Promotion Committee. The faculty member will prepare a promotion dossier detailing their achievement of the above criteria. This dossier shall consist of the same materials as the renewal packet, but include all necessary supporting documents [e.g., publications, etc] as well as three letters of support from external peers. At least one of the external letters should be from an academic faculty member at the rank being applied for or higher. Letters should specifically address the faculty member's engagement in their discipline. The dossier should be submitted to the CDEO at least 9 months prior to the end of their contract.

Within one month of receipt of the promotion dossier, the Distance Education Promotion Committee members shall meet with the faculty member to discuss the application. Additional documentation may be requested by the committee. The CDEO is responsible for communicating appropriate standards and expectations for promotion to the external reviewer and making sure they have access to the dossier.

Within two months of receipt of the promotion dossier, the CDEO should receive external peer evaluation letter and distribute to the committee. The CDEO will then convene a meeting of the Promotion Committee, including the external reviewer, for the purposes of voting on the promotion of the faculty member. A majority vote of the committee shall determine the committee's recommendation. The CDEO will prepare the final recommendation to the CAO within three months of receipt of the dossier. This recommendation will be forwarded along with the promotion dossier and the external review recommendation letter. The CAO will forward their recommendation to the President within one month.

The President shall make the final decision on promotion or non-promotion of the faculty member within four months of the receipt of the CAO recommendation and promotion dossier. This decision shall be announced to the faculty member, CAO, and CDEO at this time. In the case of a decision to promote, the promotion shall occur at the annual contract cycle that immediately follows. Promotion decisions by the President are final and cannot be appealed.

The President has the authority to promote faculty members without review for extraordinary performance in one or more of the domains. The CAO can make recommendations to the President in support of a faculty member they believe should be promoted in this way.

II. **FACULTY PROFESSIONAL ENGAGEMENT**

DE faculty are expected to pursue and maintain currency in their discipline, conduct extensive outreach, as well as maintain currency in online pedagogy. Faculty should regularly attend professional society meetings and take part in seminars and workshops in pursuit of this goal. In addition, faculty are expected to maintain a program of scholarly activities that contribute to

advancement of their discipline or online pedagogy.

DE faculty will have access to funds to support their professional engagement and development. These funds are to be used for presenting at conferences [not just attending], research collaborations, publications, or other scholarship/pedagogical needs. The use of these funds must be approved by the CDEO prior to the professional development activity and must be clearly linked to enhancing the faculty members Unity College teaching, research, or service goals as outlined in the annual evaluation.

After a minimum of seven years as a DE faculty member, a faculty member may apply for a sabbatical. Sabbaticals are competitive, require a project that is in line with improving their teaching, programmatic, scholarship or practitioner goals as outlined in their annual evaluation. Sabbaticals will not be awarded to every faculty member, but any member in good standing with seven years as a faculty member, or a minimum of seven years since their last sabbatical may apply when they receive the call for applications. The distribution of sabbaticals is the responsibility of the CDEO.

SECTION 5: FACULTY SCHEDULING AND BENEFITS

I. FACULTY SCHEDULING AND TEACHING ASSIGNMENTS

DE programming at Unity College is delivered during five 8-week terms during the academic year, commonly viewed as beginning in August. Teaching assignments for the year are agreed upon between the faculty member and the CDEO. It is not necessary for teaching assignments to be distributed among all five terms during a given year. Faculty may not teach at other institutions without permission by the CDEO.

II. FACULTY BENEFITS

DE faculty have the same benefits as all Unity College employees as indicated in the [Unity College Employee Handbook](#). Faculty are on a year-round appointment, with teaching typically confined to 40 weeks of the year, although other terms may be created. Vacation is not explicitly provided and should be confined to periods between terms, or during terms in which no teaching assignment is present. Scholarship and other work that detracts from the ability to successfully deliver online courses should also be scheduled in these same periods. Work that results in external pay that is in pursuit of professional engagement in the faculty member's discipline is permitted, but should not detract from the ability to successfully deliver online courses, and needs to be approved by the CDEO [see [Extramural Employment](#) policy]. Faculty should work with the CDEO to establish a teaching schedule that meets their load requirements, and enables appropriate scheduling of time for scholarly activities and vacation.

Faculty are eligible for medical leave as provided for by state and federal law as described in the Unity College Employee Handbook. If necessary, faculty may negotiate short-term personal leave with the CDEO.

DE faculty have the choice to telecommute, except from certain states [see [DE Faculty Work Location Guidelines](#)] as long as they can reliably and successfully deliver online courses. Should faculty decide to locate and maintain a physical presence at a Unity College campus, they are entitled to office space and a college-owned computer to conduct their work. Faculty must be willing to meet in person at a Unity College campus at least twice a year.

It will be the responsibility of each faculty member to have and to maintain functional computing

DE Undergraduate Faculty Handbook

equipment in order to participate fully in the online course environment. This computing equipment must meet all recommended minimum hardware and software specifications as specified by the Unity College IT department.

Full-time telecommuting faculty members may apply for a reimbursement, of an amount determined by the CDEO, to support the individual ownership, maintenance and software needs for personal computing.

Please refer to the [DE Technology Policy](#).

Faculty are reminded that the installation and maintenance of all software security updates and anti-virus coverage are essential as recommended for their operating system by the manufacturer and by the Unity College IT department. Please note that Unity College licensed software may not be available for use on your personally owned computing equipment. All software licensing questions should be directed to the Unity College IT department.

All DE faculty members may be issued a Unity College identification card and use [the Dorothy Quimby library](#). Faculty may put funds on their Unity College ID to use as a “debit” card in the Student Center, bookstore or dining hall; use the fitness center located in the gym; and receive invitations to attend events on campus and at other Unity College properties.

SECTION 6: ACADEMIC QUALITY ASSURANCE PROCESSES

I. ACADEMIC QUALITY ASSURANCE

A. Quality Matters

All DE courses are expected to incorporate the Quality Matters criteria. These standards increase the likelihood of course learning objectives being met, ensure rigorous assessment, promote interaction of students and faculty, and accommodate a diversity of learners.

B. Course-level and Program-level Assessment

All DE degree programs have specified programmatic learning outcomes which are supported through specific course-level learning outcomes. Achievement of program-level outcomes is assessed indirectly through student achievement of course-level learning outcomes. These course outcomes are mapped to the program learning outcomes such that multiple course-level outcomes can inform assessment of a single program outcome. Because all courses are fully delivered via the CANVAS learning management system, course-level outcomes are measured directly during the grading of individual assignments. Course-level outcomes are included in the institutional CANVAS account, and can be attached to the grading rubrics for all assignments within a course. All faculty and instructors are required to assess student performance relative to appropriate course outcomes when grading. Student performance on all course outcomes is evaluated at the end of each class through CANVAS reporting features. Student achievement of program learning outcomes can then be evaluated by combining achievement of course outcomes across all the program courses through the mapping of course outcomes to program outcomes.

II. STUDENT COURSE EVALUATIONS

Students in all courses are required to complete a course evaluation at the end of every term which asks about the challenge and appropriateness of learning activities, quality of feedback received, and other important measures of student satisfaction. The results of these evaluations

DE Undergraduate Faculty Handbook

are reviewed by the CDEO to help identify areas for improvement. Faculty should use these evaluations to inform alterations to courses to better achieve course learning outcomes and student satisfaction.

III. COURSE GRADE SUBMISSION AND CHANGES

Students must have the ability to see their current course grade, reflecting all graded activities, at any point in the term through Canvas. Final course grades should be submitted using the CAMS faculty portal within two days of the last day of the term. Final course grades can be manually submitted in the CAMS portal, or using the grade syncing feature of Canvas.

With the exception of the grade of “Incomplete,” final course grades are not changed after submission to the Registrar except in the case of an error in the calculation or transcription of the original grade. Any such grade changes may only occur during the term immediately following the term in which the grade was originally submitted. If an error has been made in the calculation or transcription of the original grade, the faculty member must notify the CDEO [CDEO] of the error, and the warranted correction will be made. Should a faculty member wish to change a grade, the request, with justification, should be submitted to the CDEO for consideration. The CDEO will review the evidence, seek additional information as appropriate, and make a determination.

SECTION 7: FACULTY EXPECTATIONS AND REQUIREMENTS

I. ACADEMIC FREEDOM POLICY

DE faculty are governed under the by Unity College’s Academic Freedom Policy.

II. SCHOLARSHIP AND SERVICE

All DE Faculty are expected to engage in scholarly, creative, and/or professional activities that enhance the intellectual life of the College.

A. Intellectual Property Policy [[see below](#)]

B. Conflict of Interest [[see below](#)]

C. Research Misconduct

Research misconduct is any conduct that constitutes falsification or plagiarism in proposing, performing, reviewing or reporting the results of scholarship. Research misconduct does not include honest errors or the taking of a position amounting to a difference of opinion. DE faculty are required to report any suspected research misconduct immediately in writing to the CDEO. The CDEO will be responsible for determining whether an investigation of reported research misconduct is necessary. Any disciplinary action taken following the result of any investigation will follow the College policy.

D. Financial Disclosure for Investigators Funded by Federal Grants

Unity College DE faculty performing research funded by certain federal grants are required to follow the Unity College Financial Disclosure Policy for Investigators Funded by Federal Grants and any financial disclosure policies associated with specific grants and/or funding federal agencies.

E. Research Involving Human or Other Animal Subjects

Unity College is deeply committed to the ethical treatment of animals in research. The use of animals is essential to the teaching, outreach, and research missions of Unity College. Significant benefits to the health and welfare of both animals and humans have resulted from

DE Undergraduate Faculty Handbook

animal use in research. Without the use of animals, adequate instruction of students in some programs would be challenging.

Responsibilities for Institutional Animal Care and Use are handled by a standing committee. This committee is responsible for overseeing the provisions for the care and well-being of animals used for research and educational purposes at the College and ensuring compliance with all legal and ethical standards regarding the use of vertebrate animals in research and teaching at Unity College. Faculty engaging in research involving animal subjects must follow the Institutional Animal Care and Use policies and procedures.

Unity College insists on ethical practices with regard to the use of human subjects in its research. A standing committee oversees all research done by Unity College Faculty, students or staff involving human subjects. These procedures ensure that researchers understand and uphold the following standards required by federal law, specifically that [1] Human subjects should not be placed at undue risk; and [2] Human subjects should give uncoerced, informed consent to their participation in research. Faculty engaging in research involving human subjects must follow all relevant policies and procedures.

III. GRIEVANCE PROCEDURES

Unity College DE faculty and staff are encouraged to resolve matters of dispute through informal open communication. In cases where informal discussion is ineffective, this procedure provides a process for the resolution of legitimate faculty personnel issues and responding to faculty complaints in a prompt and orderly manner. Personnel issues related to general employment at Unity College such as reports of alleged harassment and discrimination or complaints related to matters covered by the Unity College Employee Handbook will be handled in accordance with the Unity College Employee Handbook policies and procedures.

Faculty grievances or complaints will be handled using the following steps:

- Step 1: The faculty member will provide a written grievance or complaint to their immediate supervisor within 30 calendar days of the event or action giving rise to the grievance or complaint. Within 10 days of receipt of the grievance or complaint, the faculty member and supervisor will meet to discuss the grievance or complaint. If the grievance or complaint is not resolved at this stage, the faculty member will proceed to Step 2.
- Step 2: Within 5 calendar days of the meeting described in Step 1, the faculty member will provide a written grievance or complaint to the CAO with a copy to the CDEO. Within 10 calendar days of receipt of the grievance or complaint, the faculty member and CAO will meet to discuss the grievance or complaint. If the grievance or complaint is not resolved at this stage, the faculty member will proceed to Step 3.
- Step 3: Within 5 calendar days of the meeting described in Step 2, the faculty member will provide a written grievance of complaint to the President. The President will have the final authority to resolve any disputes regarding complaints or grievances, including the appropriate final decision.

IV. PERSONAL CONDUCT AND EMPLOYMENT TERMINATION

The CDEO is responsible for corrective action involving faculty members they supervise in consultation with the CAO and Office of Human Resources. While the College may generally work with faculty to improve performance through a performance improvement plan and/or prior warnings, it reserves the right to suspend, discharge or otherwise discipline an employee at any time.

DE Undergraduate Faculty Handbook

Original disciplinary notices will be sent to the Office of Human Resources for inclusion in the faculty member's personnel file. A faculty member may provide a written response to any disciplinary notice, which will be included in the faculty member's personnel file. The College retains the right to take disciplinary action up to and including termination for serious infractions, misconduct, violations of rules, policies or safety measures, or for other performance issues. Discipline, including but not limited to termination of employment, for conduct, actions, or performances that violate or conflict with the policies of the College may occur without previous warning.

A. Termination of Employment of Faculty Members

The termination of employment of a DE faculty member may take place in the following circumstances:

1. *Position Elimination:* A faculty member's employment may be terminated at any time if Unity College, through the action of its President, eliminates the faculty member's position. Such termination of employment will be effective upon elimination of the position.
2. *Termination in Accordance with the Renewal or Promotion Procedures Outlined in this Handbook:* Faculty members whose contracts are not renewed in accordance with the procedures of this DE Graduate Faculty Handbook will be terminated from employment in accordance with those procedures.
3. *Termination for Cause:* A faculty member may be terminated from employment for cause following notice and a hearing before Unity College's President. Notice under this section must be no fewer than five calendar days although a faculty member may be placed on paid administrative leave pending the hearing. Any notice provided under this section must include the reasons for consideration of termination of employment. The hearing will be an opportunity for the faculty member to explain the circumstances surrounding the events leading to the consideration of the faculty member's termination of employment but will not be a formal hearing with witnesses, exhibits, etc. For the purpose of this DE Undergraduate Faculty Handbook, cause shall be defined as:
 - Material breach of Unity College policies.
 - Unethical, unprofessional, insubordinate or dangerous behavior including intentional spread of misinformation among colleagues and students.
 - Personal misconduct, including intoxication, drug use, or patently offensive behavior, including sexual harassment with respect to the faculty member's employment.
 - Conviction of criminal acts.
 - Conduct which may tarnish or otherwise damage the reputation of Unity College.
 - Fraud, embezzlement, theft, misappropriation of Unity College property or other acts of dishonesty.
 - A pattern of negligence or any willful misconduct in the performance of the duties of the faculty member including excessive absenteeism.
 - Self-dealing, including the bartering of goods, services, discounts, special favors or other concessions at Unity College or its students expense.
4. *Termination Without Cause:* A faculty member may be terminated without cause at any time for any reason not covered by this Section. In the event a faculty member is terminated without Cause, Unity College will provide the faculty member severance

equivalent to the faculty member's salary at the time of termination of employment for the remainder of the academic year, or the remainder of their contract, whichever is shorter, provided the faculty member signs a Separation Agreement and General Release of Claims.

SECTION 8: REGULATORY REQUIREMENTS AND DISTANCE EDUCATION POLICIES

I. FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT [FERPA]

Unity College maintains a policy regarding the Family Educational Rights and Privacy Act [FERPA] in the Unity College Catalog. Faculty members must familiarize themselves with this policy. Faculty members must also follow specific College practices to ensure compliance with FERPA. Faculty members must also follow specific College practices to ensure compliance with FERPA. Some of those practices include:

A. Advisee Files

Faculty members must be aware that comments made in advisee files are part of the educational record and are open to student review. In addition, advisee files must be retained in accordance with the College's record retention policies.

B. Student Consent

Student education records are considered confidential and may not be released to third parties [including parents] without the written consent of the student. Faculty wishing to communicate with a parent or other third party about a student's academic performance should check with their Dean or the CAO, to confirm that the student's consent to release academic information is on file.

C. Grade Posting

Faculty members may not publicly post grades using student names or personally identifiable information such as a student ID number or Social Security Number. Grade submissions are handled in accordance with Registrar policies.

D. Returning Student Work

Faculty members may not distribute graded work in a way that exposes the student's identity or leave personally identifiable graded work unattended.

E. Letters of Recommendation

Students must provide written permission if a letter of recommendation is to include any information that is part of a student's education record [grades, GPA, etc.] or is an assessment of a student's performance such as the student's class rank. Statements made from personal observation or knowledge do not require a signed release.

F. Questions

When in doubt, Faculty members should seek guidance on FERPA compliance before sharing any student education records. Faculty members should contact the CDEO with any questions about FERPA regulations.

II. CONFLICT OF INTEREST AND EXTRAMURAL EMPLOYMENT

Unity College expects its employees to conduct their affairs with high standards of integrity. Faculty are expected to avoid engaging in outside employment or activities which allow private interests to interfere with or create a conflict with their assigned functions and job performance at Unity College, which are their primary responsibilities.

Outside employment, including self-employment, or service [e.g., consulting] in the faculty

DE Undergraduate Faculty Handbook

member's field may be permitted upon approval of the CDEO. Faculty members will report the nature and extent of outside employment or service in their annual activity reports. Under no circumstances may a faculty member accept employment or service which interferes with or affects the quality of his/her performance for Unity College Distance Education. The CDEO may order the faculty member to terminate the extramural employment if the CDEO finds that interference with performance or violation of College policy exists.

Considerations of personal gain must not influence the decisions or actions of faculty members in discharging their College responsibilities. Such incentives might create a perception of impropriety and, therefore, require that such conflicts be identified, and then managed, reduced, or eliminated. The following activities are examples of situations that may raise questions regarding an apparent or real Conflict of Interest:

- Undue personal gain from College funds or resources;
- Excessive or unauthorized use of College time or resources for professional, charitable, or community activities;
- Exploitation of students for private gain;
- Compromise College priorities due to personal financial considerations;
- Unfair access by an outside party to College programs, services, information, or technology;
- Selection of an entity as a College vendor by an individual who has a personal or economic interest in that entity; this includes engaging a relative as an independent contractor, subcontractor, or consultant; or
- Acceptance of a gift or favor from an Entity [or representative of an Entity] conducting [or seeking to conduct] business with the College, when a Faculty member is in a position to influence or inform decision-making relative to engaging the Entity on behalf of the College.

III. CONFLICT OF COMMITMENT

Unity College DE Graduate Faculty accept an obligation to avoid conflicts of commitment in carrying out their College education, research, scholarship or service responsibilities.

For purposes of this policy, a conflict of commitment exists when external or other activities are so substantial or demanding as to interfere with the individual's teaching, research, scholarship or service responsibilities to the College or its students.

Unity College full-time DE faculty members, including administrators with faculty appointments, owe their primary professional allegiance to the College, and their primary commitment of time and intellectual energies should be to the education, research, service and scholarship programs of the College. Attempts by faculty to balance College responsibilities with non-College related external activities can result in conflicts regarding allocation of professional time and energies. Conflicts of commitment usually involve issues of time allocation. Whenever a faculty member's outside activities exceed permitted limits [normally one eight hour day per week or less] or whenever a full-time faculty member's primary professional obligation is not to the College, a conflict of commitment exists. Faculty should disclose and discuss external commitments with the CDEO. If an activity cannot be managed by the faculty member and the CDEO to avoid a conflict of commitment or the reasonable appearance of a conflict of commitment, the faculty member must refrain from participating in the activity.

IV. INFORMATION SECURITY

Information security is a responsibility of all members of Unity College. Information security policy is oriented at maintaining the confidentiality, integrity, and availability of information resources by reducing the risk of misuse, destruction, modification, or inappropriate disclosure of

computing and communications systems, or information. In particular, policies are in place to prevent the unauthorized and unintentional release of protected data and personally identifiable information [Unity College Policy UTY-SRS-13-0021]. DE faculty should be aware of their responsibilities and exposures in this regard, whether on college-owned or personal devices. They should use the tools provided by Unity College appropriately. Faculty should never share their Unity College credentials with anyone, or use their Unity College credentials with other services. Faculty should ensure that their virus/malware protection is adequate and up-to-date, and that their operating system and software patches are up-to-date.

V. INTELLECTUAL PROPERTY

Unity College encourages creativity and development of innovations among its faculty and thus makes its facilities available for such activity. Intellectual property, such as creative works, inventions, and other discoveries, may have scholarly and commercial value. Intellectual property of Faculty members will be governed by Unity College Intellectual Property Policy.

VI. COPYRIGHT LAW

Faculty members agree to use only lawfully acquired copyrighted works, with proper attribution and citations, as part of their teaching tools in support of the identified curriculum. Ordinarily, use of copyrighted material without the permission of the copyright owner is a violation of the rights of the copyright owner. The particular use of a copyrighted work will not be an infringement of the copyright if it is considered a fair use under Section 107 of the Copyright Act of 1976, as amended [the “Act”]. The determination as to whether a given use amounts to a fair use is made on a case-by-case basis and is dependent on the specific facts of the use. No single factor is determinative; that is, there is no one fact about the copying at issue that will automatically make it fair or unfair. All factors must be examined and the conclusions as to each weighed and balanced. This case-by-case balancing is so fact-dependent that it is nearly impossible to predict what constitutes a fair use except in the most obvious situation.

For example, articles in the College Library are protected by copyright laws and are included in the library with the understanding that copyrights will be honored. In practical terms, one of the implications is that faculty must not copy library articles into the class environment, but should instead let students know where and how to locate articles for class use in the Library.

VII. FACULTY / STUDENT RELATIONSHIP

Unity College is committed to the academic and professional development of its students and to students’ ultimate career success. Faculty must provide advice, support, encouragement, career planning and academic advice to students. Faculty members must encourage and support student learning, providing constructive feedback, where appropriate. Feedback should be delivered in a positive and supportive fashion.

Because of the disparity of power between faculty and students, Unity College strictly prohibits intimate and or romantic relationships between any student and any Unity College faculty. In cases where a faculty member’s current spouse, domestic partner or significant other enrolls in classes at Unity College this prohibition shall not apply.

VIII. TITLE IX

Unity College maintains a policy regarding Title IX in the Student Handbook. Faculty members must familiarize themselves with this policy. Faculty members must also follow specific College practices to ensure compliance with Title IX.

IX. SOCIAL MEDIA POLICY

For the purpose of this policy, social networking activity is defined as participation in or creation of blogging, social networking/online communities [e.g. Facebook®, YouTube®, Twitter®, MySpace®, LinkedIn®] including, but not limited to, wikis, online discussion forums, and any other published form of user-generated media.

Faculty members that participate in social networking activities are bound by all College policies, including but not limited to this policy and the faculty Code of Conduct in the Unity College Distance Education Undergraduate Faculty Handbook. Faculty members are personally responsible for their actions and compliance with all applicable laws including copyright rules and compliance with the terms of use and other policies of the site[s] visited. In setting up a user profile for participation in social networking activities or when engaged in social networking activities, faculty members shall indicate that any views expressed are those of the individual user and not those of Unity College. Please review the Faculty Code of Conduct for maintaining professional behavior.

Faculty members engaging in personal interactions on social networking sites shall not use Unity College logos, brands, or marketing materials in their personal profile or social networking interactions. Faculty members shall not use social networking sites to contact students for personal or educational purposes. Please see the Social Media Policy.