



American Indian College Fund 2024-27 Faculty Development Strategic Plan

The faculty development strategic plan serves as a guide to achieving the American Indian College Fund's vision for tribal college and university (TCU) faculty success. The College Fund began supporting TCU faculty in 2004, making faculty development one of our longest running program areas. This is the first faculty development strategic plan and it is intended to support the goals outlined in the College Fund's organization-wide strategic plan.

The plan was developed by the 2022-24 Faculty Advisory Group and was guided by the values, histories, and languages of the tribal nations served by the 34 accredited TCUs that are Regular AIHEC members. The board sought to understand and articulate the strengths, needs, and priorities of full-time faculty members and adjunct instructors through a variety of methods and resources: two faculty surveys, a faculty discussion at the 2023 and 2024 TCU convenings, evaluation reports from faculty events, a review of TCU strategic plans, the program officer's and board members' conversations with faculty members, the group members' own perspectives as faculty members, and other documents and resources.

The College Fund's Faculty Development Program Officer and Vice President of Research, Evaluation, and Faculty Development are responsible for implementing the plan, with guidance from the Faculty Advisory Group and under the direction of the College Fund's executive team. The plan will cover the three-year period from July 1, 2024, to June 30, 2027.

Vision: We envision a future in which TCU faculty thrive and are recognized as leaders in Indigenous-centered education and research.

Mission: The College Fund's faculty development programs empower TCU faculty to meet the diverse and growing needs of TCUs and Native communities through intentional professional development and the cultivation of community-led research.

Values: The College Fund's faculty development programming is rooted in five values.

1. **Advocacy** – We support and advocate for faculty so they thrive at their TCU.
2. **Tradition** – We honor the traditions and cultures that are the backbone of our tribal communities and TCUs.
3. **Community** – We seek to empower our communities through research and service.
4. **Scholarship** – We encourage the development, expansion, and dissemination of Indigenous scholarship by TCU faculty.
5. **Self-determination** - We support TCUs, our communities, and individuals as they navigate toward their futures.

Priority 1: Support Faculty Educational Advancement

Highly qualified faculty are essential for TCU student success and strong academic programs. As Indigenous-centered education professionals, faculty members have a vision for their own career path and for how they can contribute to their institutions. The College Fund supports the career progression of faculty members through faculty fellowship programs.

Priority 2: Support Faculty as Indigenous-Centered Researchers

TCU faculty members are uniquely situated to conduct research that benefits their communities, institutions, and disciplines. The College Fund supports faculty as Indigenous-centered scholars so they can contribute to their fields and engage in actionable research with their TCUs and communities.

Priority 3: Elevate the TCU Faculty Profession

As higher education professionals, TCU faculty members have specialized knowledge and skills that TCUs rely on to offer high-quality academic programs and to ensure students succeed. The College Fund will elevate the faculty profession by supporting faculty members' professional development, facilitating faculty networking opportunities, and creating a resource clearinghouse for use by faculty members and TCUs.