



**Policy Series #: 3000 – Educational
Policy Manager: Mary Davenport
Faculty Professional Development Plan Policy**

PURPOSE: This policy applies to faculty in unlimited positions. Per MnSCU Board Procedure 3.32.1, the purpose of the professional development plan is to *“identify activities and/or strategies to be used by the faculty member to maintain currency in the faculty member’s credential field(s) and in teaching and learning skills and may include activities that go beyond maintaining currency...”*

Professional development includes continuing improvement in teaching and learning skills and methods, discipline and program content, student interactions, service to the college, and professional growth related to the faculty member’s employment responsibilities.

Applicability:

All faculty in unlimited positions will prepare a faculty professional development plan. Plans will be developed in consultation with the faculty member’s supervising dean and shall address specific objectives and outcomes in up to six component areas of development. The development plan will cover a period of three academic years, dependent upon the nature of the activities to be completed. While the plan effective dates may vary, all plans will be reviewed by the faculty member’s supervising dean on an annual basis to ensure progress and relevancy to the faculty member’s credential field and level of teaching experience.

Definitions (if needed):

College Faculty or College Faculty Member: Individuals teaching credit-based courses and counselors and librarians at system community, technical, and combined community and technical colleges.

Unlimited College Faculty: Individuals employed by a college in unlimited full-time or part-time positions as defined in the Master Agreement between the MnSCU Board of Trustees and the Minnesota State College Faculty.

College Faculty Professional Development: Professional development includes continuing improvement in teaching and learning skills and methods, discipline and program content, student interactions, service to the college and the greater community, and personal growth related to the faculty member’s employment responsibilities.

Individual Professional Development Plan: A plan developed by the faculty member in consultation with the faculty member’s supervising dean addressing specific objectives and expected outcomes with respect to the following components, as appropriate to the faculty member’s needs:

1. Content knowledge and skill in the discipline program.
2. Teaching methods and instructional strategies.
3. Related work experience.
4. Study appropriate to the higher education environment.
5. Service to the college and the greater community.
6. Other components, as appropriate.

DOES THIS POLICY HAVE A PROCEDURE? Yes

LIST RELATED POLICIES, PROCEDURES OR PLANS HERE:

Professional Development Form: <https://staff.riverland.edu/humanresources/forms.cfm>

Date of Initial Review by President's Cabinet: Initial FSGC Review (if applicable): 5/9/13

AASC Review (if applicable): 4-23-13

Date of Final Approval / Policy Adoption: 6-13-13

Date & Subject of Revisions: