Professional Development D2000

1.0 POLICY

Grant MacEwan University is committed to creating and fostering professional, career and skill development of its faculty and staff. In partnership with faculty and staff members, MacEwan invests in continuing professional, career and skill development to address current and future needs.

2.0 RATIONALE AND GUIDING PRINCIPLES

2.1 Purpose

2.1.1 The purpose of this policy is to communicate a framework for Professional Development at MacEwan.

2.1.2 This policy provides a foundation for other policies, regulations and procedures on matters related to Professional Development.

2.2 Rationale and Guiding Principles

2.2.1 MacEwan recognizes the distinct roles and needs of faculty and staff. Separate operational policies and procedures (and in some cases collective agreements) govern and guide decisions regarding Professional Development.

2.2.2 Professional development is a shared responsibility between employees and MacEwan.

2.2.3 The allocation of resources for professional development reflects the needs of both employees and MacEwan.

3.0 SCOPE AND DEFINITIONS

3.1 Scope

For purposes of this and related policies, MacEwan recognizes three distinct employee groups: employees covered by the Grant MacEwan Faculty Association, employees covered by the MacEwan Staff Association and employees covered by Board Employment Policy. The range of professional development activities will vary for each employee group.

3.2 Definitions

3.2.1 **Officer** means the President, vice presidents and equivalent positions, deans, directors and equivalent positions.

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>   3.2.2 **Administrative staff** means employees designated as executive officers, officers, and administrators as outlined in relevant Board Employment policies.

4.0   REGULATIONS

>   4.1   MacEwan provides resources on an annual basis for professional development.

>   4.2   Access to professional development initiatives, financial support and study leave are balanced with the operational requirements and financial resources, and respect contractual commitments.

>   4.3   Administrative staff support a culture within their department or faculty/school that encourages professional development to achieve the objectives of MacEwan.

>   4.4   The officer responsible for human resources is responsible for administration of this policy and for developing policies, procedures and programs to support professional development.

>   4.5   All employees share responsibility for maintaining currency in their discipline or area of expertise and identifying their development needs for the future.

>   4.6   Responsibility for compliance with MacEwan policies and procedures extends to all members of the MacEwan community. Non-compliance may create risk for MacEwan and will be addressed accordingly.

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FACT SHEET

Relevant Dates
Approved: 2009.10.08
Effective: 2009.10.08
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Source: Modification History

2009.10.08   New Foundational Policy approved by Board Motion 01-10-8-2009/10.

2009.10.08   Terminology updated to reflect name change to Grant MacEwan University.
                Approved by Board motion 01-10-8-2009/10

Accountability

Office of Accountability: Vice President University Services
Office of Administrative Responsibility: Director, Human Resources
Approved By: Board of Governors
Contact Area: Human Resources
Authority: MacEwan Values

Related and Associated Matters (Links)
Associated Operational Policies & Procedures: D2010 Employee Development for Supervisory and Administrative Support Staff, D2020 Employee Access to MacEwan Learning Activities, D2030 Professional Development for Administrative Staff

Related Policies: D2080 Sabbatical Leave, D2090 Faculty Development