

## NORTHLAND COMMUNITY AND TECHNICAL COLLEGE

### 3450 FACULTY PROFESSIONAL DEVELOPMENT

#### **Policy:**

All faculty members in unlimited positions will prepare a Professional Development Plan (PDP). Plans will be developed in consultation with the faculty member's supervisor and shall address specific objectives and expected outcomes in *up to* six component areas of development. The PDP may cover a period of one or more academic years, dependent upon the nature of the activities to be completed. Each PDP will be reviewed in consultation with the faculty member's supervisor periodically.

#### **Purpose:**

This policy applies to faculty members in unlimited positions. The purpose of the professional development plan, as stated in System Procedure 3.32.1, "*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...*"

#### **Authority and Definitions:**

[Minnesota State - 3.32 Faculty Qualifications](#)

[Minnesota State - System Procedure 3.32.1 College Faculty Qualifications](#)

#### **College Faculty Professional Development**

Professional development encompasses continuous improvement in the following areas:

- Teaching and learning skills and methods
- Discipline and program content
- Student interactions
- Service to the college and broader community
- Personal growth related to faculty employment responsibilities

*Date of Implementation:*

*Date of Adoption:* 10/10/06 AASC Reviewed

*Date & Subject of Revisions:*

01/27/09 Reviewed

03/26/10 Reviewed

03/29/11 Revised – minor modifications

03/19/12 Reviewed

03/18/13 Reviewed

04/07/14 Reviewed

03/17/15 Reviewed

03/23/16 Reviewed

03/24/17 Reviewed

04/04/18 Reviewed

04/10/19 Reviewed

04/10/20 Reviewed

03/15/21 Reviewed

03/16/22 Reviewed

02/16/24 Reviewed

05/25/2025 Reviewed and Changed by AASC