

Policy Title	Faculty Professional Development Fund Policy
Policy Holder	Office of the Vice President Academic
Policy Approver(s)	Senior Team
Related Policies	Ch2-s1-01 Travel, Meals, and Hospitality Policy
Related Procedures	Ch4-s3-08b Faculty Professional Development Fund Procedure Ch4-s3-01 Professional Development
Appendices	
Storage Location	Website: https://www.confederationcollege.ca/policies-and-procedures
Effective Date	2023-07-10
Next Review Date	2027-08-10

Purpose

College administration and faculty members share responsibility for professional development (PD) that develops and increases the knowledge, skills and attitudes necessary to carry out academic responsibilities.

The College supports professional development initiatives of all employees and views professional development as the joint responsibility of the employee and the College. With respect to faculty and where possible, Confederation College will provide or share in the cost of professional development. Support from the College may come in the form of sharing of tuition costs, provision of workshops and seminars, and other initiatives.

Scope

This policy applies to full-time faculty members teaching in Degree and non-Degree programming.

Definitions

Faculty PD Approval Committee

A committee led by the Vice President Academic and made up of the Deans of the Schools tasked with reviewing Faculty PD Fund requests and making recommendations on their approval.

Governing Laws and Regulations

N/A

Policy Statements

For the purposes of this policy, PD has the following aims:

- Advance the practice of teaching by supporting the growth and development of knowledge, teaching acumen and professionalism.
- Provide opportunities to explore innovative concepts, theories and philosophies and share best learning practices with colleagues.
- Recognize and appreciate that professional development is a career-long process.

The College may reimburse faculty members a portion of the costs involved in PD activities and/or provide other means of support such as time off, equipment and/or supplies.

The College will maintain two streams of funding through the Faculty Professional Development Fund – one specifically for Degree-delivering faculty members to access in support of scholarly research related to their terminal credential and one for non-Degree-delivering faculty in support of all other forms of PD activities.

Non-Compliance

Lack of compliance with this policy could result in disciplinary measures by a supervisor and could also result in the delay in approving or denial of funding support.

Revision History

Version	Change	Author	Date of Change
V2023-06-24	<ul style="list-style-type: none"> • New format • Added language for degree-delivering faculty 	Richard Gemmill	2023-06-24