

School of PPPM: Professional Development Policy

Approved by PPPM Faculty: Friday June 2nd

The School of PPPM is committed to encouraging and supporting faculty in professional development activities that further the university's academic mission and enhance teaching, scholarship, research, creative activities, service, and equity and inclusion. Career NTTF and tenure-related faculty are eligible to receive or compete for available professional development funds. This policy does not address the expenditure of academic support account (ASA) funds, external grants or awards which have restrictions on use, or endowment funds which have restrictions on use.

Professional development includes, but is not limited to:

- Workshops
- Courses
- Training
- Professional conferences
- Participation in major academic conferences related to our academic disciplines

The School of PPPM has identified participation at major conferences as an important priority in terms of professional development, peer recognition and program rankings. Therefore, the School supports tenure track faculty travel to the major disciplinary conferences. The School will also consider requests for NTTF attendance at these conferences when the faculty member is presenting. Before registering for the conference or arranging for transportation, faculty should confirm availability of funding from the School Head, because it is not guaranteed.

The following conferences will be supported by the School

- ARNOVA: Association for Research on Nonprofit Organizations
- APPAM or NASPAA (one per faculty in any given year)
 - APPAM: Association for Public Policy Analysis and Management
 - NASPAA: Network of Schools of Public Policy, Affairs, and Administration
- ACSP: Association of Collegiate Schools of Planning

If faculty would like to attend more than one of these conferences in a given year, it is expected that they will be performing additional duties at one of the conferences, such as:

- Faculty recruitment
- Work related to accreditation

In the event that there is not sufficient funding to fund all faculty to attend all conferences, priority will be given to:

1. Tenure track faculty who have not received tenure
2. Faculty presenting a paper or poster

The following procedures and criteria will govern the allocation of available professional development funds for activities other than major disciplinary conferences:

- Faculty may apply on a case by case basis for conferences, workshops and training events that benefit the School of PPM. These should not be events that faculty would normally fund from their ASA.
- Priorities for funding include:
 - Professional development related to equity and inclusion
 - Professional development related to teaching
 - Professional development related to administration
- Faculty who attend these events will agree to disseminate information to the rest of the department, including a presentation or summary report
- When funds are limited, priority will be given to those who have had the longest interval since they were last funded
- The Head of the School will notify all faculty when funds for professional development are awarded so that others are aware of these opportunities.