

Standard Practice Guide Policies

Career and Professional Development Programs

201.60

Applies to: Faculty and Staff

I. Policy

The following offices, in cooperation with operating unit management, will identify, recommend, plan, organize, and administer specific career and professional development programs for university faculty and staff members: Organizational Learning, which includes Career and Professional Development (CPD) of the University Human Resources main campus and Organizational Effectiveness (OE) of the Michigan Medicine Human Resources Department, and Dearborn and Flint campuses by their Human Resources offices.

II. Regulations and Definitions

- A. Career and Professional Development programs are available for all job families on a university-wide basis.
- B. A faculty or staff member's participation in university career and professional development programs may be required by supervision.
- C. Some Career and Professional Development programs on campus are offered at cost to the department or individuals participating. Most Career and Professional Development programs and all OE programs at the Health System campus are offered at no cost.
- D. Selection for, and participation in, a university Career and Professional Development Program is without regard to the non-relevant factors of race, sex, sexual orientation, gender identification, color, religion, creed, national origin, or ancestry, age, marital status, handicap, Vietnam era veteran status, height, or weight.

III. See Procedures at [Career and Professional Development Procedures](http://hr.umich.edu/procedures/spg201-60.html)
(<http://hr.umich.edu/procedures/spg201-60.html>)

Notes

Update of March 21, 2017, reflects new organizational names.

File Attachments

Printable PDF of SPG 201.60, Career and Professional Development Programs
(<http://www.spg.umich.edu/sites/default/files/policies/201x60.pdf>)

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Faculty and Staff

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Related Links:

Procedures (<http://hr.umich.edu/procedures/spg201-60.html>)

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