

# 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 (OL), Medical School Faculty Development (FD), Michigan Medicine Organizational Effectiveness (OE), 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. Most university career and professional development programs are offered at no cost to the department/employee.
- D. Selection for, and participation in, a university career and professional development programs is without regard to the non-relevant factors of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status.

### Notes

Update of December 11, 2023 - Updated organization and department names, participation and selection.

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

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**Related Links:**

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

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