D.6.1 (Policy) Professional Development
Responsible Department: Human Resources
Board Adoption: 4-28-09
Last Board Action: 12-12-17, 7-28-20

The Board recognizes the value of professional growth and personal development for all employees in the areas of expertise and work. The professional development and career upward mobility of current employees within the College District shall be encouraged. The College District shall, in the institutional plan for professional development for all employees, provide opportunities for such development in line with institutional needs.

The College District shall provide programs for recognition and assistance to employees for their professional growth, accomplishments, and development. The purpose of professional development is to enhance employee knowledge, skills, and job performance, provide pathways for employee career progression, and to ensure that the goals of the institution are achieved.

The Chancellor, in collaboration with the college Presidents and the Associate Vice Chancellor for Human Resources, shall establish a Faculty Development Advisory Committee to develop a faculty development organization that focuses on the systematic development of Essential Competencies for all faculty and further enhances faculty members' capabilities to achieve the AlamoINSTITUTES' strategic success.

Each employee of the College District who uses a computer for at least 25% of the employee's duties shall annually complete a cybersecurity training program certified by the Texas Department of Information Resources.

Procedure D.6.1.1 Professional Development
Procedure D.6.1.2 Required Training
Procedure D.6.1.3 Tuition Reimbursement for Employees and Child Dependents

TACC Reference:
BBD(LEGAL) – Board Members: Orientation and Training