



Staff Professional Development Policy

1. Introduction

The ERUNI is committed to providing a supportive and resource-rich environment that enables all academic staff to undertake effective teaching. This policy outlines the framework for professional development to ensure that all relevant information and resources are available to the ERUNI members, fostering continuous improvement in teaching quality and academic excellence.

2. Objectives

- To ensure that all academic staff have access to necessary resources and information for effective teaching.
- To promote continuous professional development and lifelong learning among the ERUNI members.
- To enhance teaching quality and student learning outcomes through targeted professional development programmes.
- To support staff in keeping up to date with the latest pedagogical practices and technological advancements.

3. Scope

This policy applies to all academic staff employed by the ERUNI, including full-time, part-time, and adjunct the ERUNI members.

4. Professional Development Opportunities

The ERUNI will offer a variety of professional development opportunities, including but not limited to:

- Workshops and Seminars: Regularly scheduled sessions on teaching methodologies, assessment strategies, curriculum development, and the use of educational technology.



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- Conferences: Funding and support for attending national and international academic conferences.
- Certifications and Courses: Access to accredited courses and certifications in teaching and learning.
- Peer Observations and Mentoring: Structured programmes for peer observations, feedback, and mentoring to share best practices and foster collaborative learning.
- Research Support: Resources and funding for educational research and scholarship.

5. Access to Resources

To facilitate effective teaching, the ERUNI will provide:

- Library and Digital Resources: Comprehensive access to academic journals, e-books, and other educational materials.
- Teaching and Learning Centres: Dedicated centres equipped with the latest teaching aids, software, and hardware to support innovative teaching practices.
- Online Learning Platforms: Access to Learning Management Systems (LMS) and other digital tools to enhance online and blended learning.
- Technical Support: Continuous IT support to assist with the use of educational technologies and resolve any technical issues.

6. Professional Development Plan (PDP)

Each academic staff member is encouraged to develop an individualized Professional Development Plan (PDP) in consultation with their Department Head or supervisor. The PDP should outline:

- Specific professional development goals and objectives.
- Planned activities and resources needed to achieve these goals.
- A timeline for completing the activities.
- Evaluation methods to assess the impact of professional development on teaching effectiveness.



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7. Evaluation and Feedback

The ERUNI will regularly evaluate the effectiveness of professional development programmes through:

- **Surveys and Feedback:** Collecting feedback from the ERUNI members on the usefulness and impact of professional development activities.
- **Teaching Assessments:** Reviewing teaching assessments and student feedback to identify areas for improvement.
- **Annual Review:** Including professional development achievements as part of the annual performance review process.

8. Responsibilities

- **University Administration:** Ensures the provision of adequate resources and support for professional development.
- **Department Heads:** Facilitate access to professional development opportunities and assist the ERUNI in developing their PDPs.
- **Academic Staff:** Engage in continuous professional development and apply new knowledge and skills to their teaching practice.

9. Continuous Improvement

The ERUNI will continuously review and update this policy to reflect emerging trends in higher education and feedback from the ERUNI members. Regular audits of professional development resources and activities will be conducted to ensure they meet the evolving needs of academic staff.



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10. Conclusion

The ERUNI is dedicated to fostering a culture of continuous professional growth and excellence in teaching. By providing comprehensive resources and support, we aim to empower our academic staff to deliver the highest quality education to our students.

In Ostrava 1st September 2023

Assoc. Prof. Zuzana Machová, Ph.D.

Rector