

Table 2. EDC Professional Development Plan

Themes	Year 1	Year 2	Year 3	Year 4	Year 5
ED as a field of practice and scholarship	Across career span: Structured opportunities for critical reflection (Winter) Keep up with current literature (annotated bibliography on line) Sharing best practices (Winter, STLHE)				
		Conducting research and publishing in ED			
	New EDs: Orientation/recruitment to ED career (online) Professional skill building (Winter, STLHE) Guiding principles, ethical practice (Winter, STLHE) On-line knowledge resources and discussions				
		Career building (ED philosophy, ED Dossier) (Winter, STLHE)	Develop Institute for New EDs	Pilot Institute for New EDs	Institute for New EDs
		Mentoring program for new EDs, face to face (Winter, STLHE) and on line			
EDs as academic administrators/managers/leaders	Across career span: Budget building and management (Winter, STLHE) Time management (Winter, STLHE)	Across career span: Grant and Donor funding (Winter, STLHE) Marketing, Advocating and Branding ED (Winter, STLHE)	Mid to late career: Moving into senior administration (Winter, STLHE)		
	Monitoring the big picture: awareness of current and upcoming trends, feeding vision for future (systematic scanning and reporting of issues online)				

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<p>Understanding academic/disciplinary cultures and practices</p>	<p>Across career span: Understanding academic cultures Working with disciplinary knowledge as the gateway/hook (Winter, STLHE)</p>	<p>Across career span: Signature pedagogies/Content - specific pedagogy (Winter, STLHE)</p>	<p>Across career span: Facilitating discipline-based curriculum reform (Winter, STLHE)</p>		
<p>Building consulting relationships</p>		<p>Early to mid career: Different ways of approaching different people and building alliances (Dedicated Winter Theme, STLHE)</p>			
<p>Organizational development/ Facilitating change</p>	<p>Across career span: Facilitating systemic and organizational change: barriers and levers Taking a systems perspective Working strategically Developing listening, brokering, and negotiation skills in an ED context Building currency/value among senior administrators</p>	<p>Across career span: Seeing the big picture: Navigating the political environment Working with Academic administrators to facilitate change Applying selected leadership literature in a ED context</p>	<p>Across career span: Developing partnerships to enhance advocacy capacity (e.g. libraries) Dealing with changes in senior administrators Recruiting and rewarding faculty colleagues in ED initiatives</p>	<p>Across career span: Appreciative inquiry and facilitating change Moderating thoughtful understandings of changes being imposed</p>	
<p>Program/curriculum development and assessment</p>				<p>Across career span: Curriculum development</p>	

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				Facilitating curriculum reform Assessment: identify need for change, impact of change	
Scholarship of Teaching and Learning	<p>Across career span: Interpreting and conducting research about the SoTL SoTL methods/templates Matching ideas and publishing opportunities The ED's role in facilitating faculty colleagues in the SoTL (SoTL distributed or as a dedicated Winter theme)</p>	<p>Across career span: Reviewing SoTL proposals and papers Understanding how to translate/adapt various discipline specific designs for application in SoTL</p>	<p>Across career span: The role of SoTL in institutional analysis The ED's role in influencing how the SoTL is recognized and rewarded in academic careers</p>		
Cross cultural issues		<p>Across career span: Working with International Faculty and TAs Cross-cultural communication</p>		<p>Across career span: Internationalization of the Curriculum</p>	
ED for university administrators			<p>Mid career? Designing workshops for VPs, Deans, Department Chairs</p>		
A development perspective on PD planning	Development of person, centres (and person's relationship with centre) and the profession	Maintaining wellness		Balance, buoyancy and optimism: self assessment, valuing, celebrating, communicating success	

Yellow = online

Pink = intensive sessions