



SUPERB Scholarship Program Professional Development Policy

Defining Professional Development:

Professional development, in the broadest sense, is any formal or informal training that professionals or students receive to increase their knowledge and skills as they relate to their current or future career goals. This can be accomplished through a wide range of activities, including but not limited to: attendance or presentations in classes, professional meetings, or workshops; completing an internship; conducting scientific research; job shadowing; mentoring/receiving mentorship; participating in outreach events; representing an organization at a volunteer or community event.

Professional Development Requirement:

SUPERB scholars should complete four professional development seminars every Fall and Spring semester that they participate in the scholarship program (eight seminars total each academic year).

Although all of the aforementioned activities certainly qualify as professional development, not all of them will align with the purpose of the SUPERB Scholarship Program's professional development seminar requirement. Each SUPERB-affiliated professional development opportunity should:

- 1) Be available to all scholars at an institution and/or all scholars in the program.
The cohort system is a significant component of this scholarship program, and in-person professional development events give scholars an opportunity to connect outside of the classroom or research laboratory.
- 2) Be pre-approved by the program manager.
Many professional development seminars are developed specifically for the SUPERB Program, but any scholar or participating faculty member can send event flyers, links or other information to the program manager prior to an event to determine if it qualifies as a professional development seminar. The program manager will confirm via direct email response and/or by sending the information to the scholars and participating faculty members who are able to participate.

Activities that do not meet the criteria for the professional development seminar requirement include:

- 1) Academic requirements that scholars complete regardless of their involvement in the scholarship program.
While it is efficient to leverage a completed assignment or task to fulfill another obligation, this approach does not embody the spirit of the SUPERB Scholarship Program. Some tasks, such as completing an assignment for a class grade or defending a thesis proposal, are requirements to graduate from a scholar's respective university. Fulfilling a graduation requirement does not qualify as a professional development seminar.
- 2) Attendance and presentation at a scientific conference.
This is a critical component of students' professional development and is financially supported and encouraged through the SUPERB Scholarship Program. Yet, attendance and presentation at a scientific conference cannot be counted as fulfilling a requirement of the professional development seminar.



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Vision and Plan for Success:

As the scholarship program serves a wide range of students – in terms of academic standing, career goals, and professional experience – scholars should not expect every seminar to be a life-changing event but should expect to walk away with new, useful information. In SUPERB, we strive to ensure that all opportunities are relevant to all participants. Our goal is for all students to grow professionally in each seminar, and we look forward to receiving scholars' constructive feedback and input in developing these seminars. As previously mentioned, these professional development seminars are a requirement of the program, but they are intended to be a valuable requirement with built-in flexibility to enhance every scholar's professional growth.

Probation and Dismissal:

Any scholar who fails to complete four seminars each semester will be placed on probation for the upcoming semester. Failure to complete the requirement during the probation semester will result in dismissal from the scholarship program. Please refer to the SUPERB Scholarship Program Probation Policy for more information.

Participation in the scholarship program is an opportunity and a privilege for the scholars who are selected. If the intention of the professional development seminar requirement does not align with a scholar's perception of the requirement, s/he should discuss his/her future participation in the program with the campus lead and program manager.