

**Continuous Professional Development and Performance of Academic Staff in
Sokoto State University, Nigeria**

By

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Abstract

This study explored the effect of Continued Professional Development (CPD) on the job performance of academic staff at Sokoto State University in North-West Nigeria, focusing on teaching, research, and community service. Employing a positivist research paradigm and a predictive cross-sectional survey design, data were gathered from 216 academic staff members through a structured questionnaire survey. The study's findings reveal a significant and positive relationship between CPD and teaching performance, indicating that investing in CPD programs can enhance teaching effectiveness among academic staff. However, CPD's effect on research performance is modest and statistically insignificant, suggesting that it may have limited effects on research outcomes. On the other hand, CPD significantly enhances community service performance, implying that academic institutions should promote CPD initiatives to increase staff engagement in community service activities. Based on these conclusions, recommendations include prioritizing and investing in CPD programs tailored to teaching enhancement, customizing CPD to address research-related skills, and fostering a culture of community engagement through CPD initiatives to ensure academic staff's active involvement in socially impactful work.