

1 UNITED ACADEMICS PROPOSAL

2  
3 PROFESSIONAL DEVELOPMENT

4  
5 **Section 7 1. Professional Development.** The ~~Administration~~ Employer recognizes the  
6 importance of professional development support and opportunities for eligible bargaining  
7 unit members in order to fulfill Oregon State University's mission. The Employer agrees to  
8 support professional development by providing funding and the allowance for reasonable  
9 absence from job duties to participate in professional development activities.

10  
11 Professional development funds may also be utilized to support research and teaching  
12 through the purchase of specialized equipment, materials, or services that enhance a faculty  
13 member's ability to perform their job duties.

14  
15 **Section 2.** Each academic college, school, department or unit will create policies governing  
16 the distribution of professional development funds, including any application and decision-  
17 making process for competitive funds, as well as policies governing absences to participate  
18 in professional development activities. These policies will be developed in consultation with  
19 academic unit faculty. All decisions about the actual distribution of professional  
20 development funds shall be made with academic unit faculty input.

21  
22 No bargaining unit member will be arbitrarily denied access to professional development  
23 opportunities.

24  
25 Priority for professional development funds may be given to bargaining unit members for  
26 whom such funds contribute to promotion and tenure requirements, significantly improve  
27 performance of required job duties, or meet other unit goals as defined in the academic college,  
28 school, department or unit policies.

29  
30 Fixed-Term bargaining unit members shall not be held accountable in evaluative decision  
31 for the failure to participate in professional development related activities for which funding  
32 was unavailable or denied.

33  
34 **Section 3.** Bargaining unit members may accrue professional development funds in personal  
35 indexes or accounts. Under no circumstances will accrued professional development funds  
36 be removed from the indexes or accounts of a bargaining unit member without the consent  
37 of the bargaining unit member. Professional development funds may not be used to  
38 supplement salary, nor be cashed out at the end of the bargaining unit member's  
39 employment.

40  
41 **Section 4.** Funds to support travel, registrations, fees, equipment and materials, and other  
42 expenses should be available at the time of expenditure. Reimbursements should only be  
43 used when it is impossible to know the exact amount of the expected charge, such as with  
44 mileage reimbursements.