

1 UNITED ACADEMICS PROPOSAL

2
3 PROFESSIONAL DEVELOPMENT

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5 **Section 7-1. Professional Development.** The Employer recognizes the importance of
6 professional development support and opportunities for bargaining unit members to
7 improve their work in teaching, scholarship, and/or public engagement in order to fulfill
8 Oregon State University's mission. **The Employer agrees to support professional**
9 **development by allowing for the reasonable absence from job duties to participate in**
10 **professional development activities and providing funding.** The availability of professional
11 development funds is budget-dependent, and amounts may vary from year to year. Each
12 academic college, school, department, or unit will create policies and procedures
13 establishing eligibility and governing the distribution of any budgeted funds to support
14 professional development, including any application and decision-making process for
15 professional development funds that are awarded competitively. These policies and
16 procedures will be developed in consultation with academic unit faculty. **All decisions about**
17 **the actual distribution of professional development funds shall be made with academic unit**
18 **faculty input.**

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20 Priority for professional development funds may be given to bargaining unit members for
21 whom such funds aid in their preparations for consideration for promotion and tenure,
22 significantly improve performance of required job duties, or meet other unit, college, or
23 university goals as defined in the academic college, school, department or unit policies. **No**
24 **bargaining unit member will be arbitrarily denied access to professional development**
25 **opportunities.**

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27 Fixed-Term bargaining unit members shall not be held accountable in evaluative decisions
28 for the failure to participate in professional development related activities for which funding
29 was required but unavailable or denied.

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31 **Section 2.** **The Employer will work with bargaining unit members to ensure that funds to**
32 **support travel, registration, fees, equipment and materials, and other expenses will be**
33 **available at the time of expenditure.**

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35 **Section 8 3. Discretionary Development Funds.** Bargaining unit members may receive
36 discretionary funds for support of their work in scholarship or other activities, consistent
37 with university policies and procedures. Such funds will be maintained in identifiable
38 indexes or accounts ~~and will remain the property of the university.~~ **Discretionary**
39 **development funds will not be removed from the indexes or accounts of a bargaining unit**
40 **member within six years of receipt of the funds, except if done so by majority approval of**
41 **all faculty within a unit or college or with consent of the bargaining unit member.** Six
42 months' notice must be given before removing discretionary development funds from the
43 account of a bargaining unit member. Discretionary development funds may only be used
44 for university business as directed by the university in the awarding of the funds or in
45 university policy. Discretionary development funds may not be used to supplement
46 **augment the salary rate** of the bargaining unit member nor may they be cashed out at the end

1 of the bargaining unit member's employment.