

ARTICLE 35. PROFESSIONAL DEVELOPMENT

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3 **Section 1.** The University recognizes the importance of encouraging and supporting
4 bargaining unit faculty members in professional development activities that enhance
5 university instruction; scholarship, research and creative activities; and service and that
6 further the university's academic mission. Professional development extends, but is not
7 limited, to workshops, courses, professional conferences, and participation in professional
8 organizations related to the bargaining unit faculty member's academic discipline and job
9 duties.

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11 **Section 2.** The faculty in each department or unit will begin the process of developing a
12 written policy setting forth the procedures and criteria for applying for available
13 professional development funds, by first considering any input provided by the department
14 or unit head, dean, vice president, Provost, or designee. The faculty will submit their
15 recommended policy to the appropriate dean, vice president, or designee for review. The
16 dean, vice president, or designee will document and discuss any revisions he or she makes
17 to the policy with the faculty before submitting his or her recommended policy to the
18 Provost or designee. The Provost or designee will have final authority to establish the
19 policy for each department or unit. If the Provost or designee materially alters the faculty-
20 recommended policy, he or she will provide a written explanation for the change(s) to the
21 faculty in the department or unit. The department or unit head, dean, vice president,
22 Provost, or designee may initiate changes to established policies by informing the
23 appropriate faculty of the change being considered, thereby initiating the process described
24 in this Section.

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26 **Section 3.** Approved policies shall provide that both Career NTTF and Tenure Track and
27 Tenured Professor bargaining unit faculty members are eligible to compete for professional
28 development funds in accordance with such policies.

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30 **Section 4.** The University will provide an additional \$10,000 over and above current
31 funding per new tenure-related hire to the Center for Diversity and Community for the
32 purpose of building and sustaining programs to mentor and integrate new tenure-related
33 faculty, with particular attention to faculty from under-represented groups.