ARTICLE 35. PROFESSIONAL DEVELOPMENT

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

Section 2. Every unit will have a policy setting forth the procedures and criteria for applying for and/or distributing available professional development funds. Each college or school will provide language to units to be included in every policy governing professional development. The college or school language will be reviewed and edited by a review committee made up of three University representatives and three Union representatives before being forwarded to departments or units. Final department policies will be approved by the Dean’s office.

Policies must (a) provide that both Career NTTF and Tenure Track and Tenured Professor bargaining unit faculty member are eligible to compete for professional development funds and (b) comply with all provisions of the collective bargaining agreement.

Section 3. For purposes of this Article, “professional development funds” does not include academic support accounts (ASA), external grants or awards which have restrictions on use, or endowment funds which have restrictions on use.

Section 1. All bargaining unit faculty members with an annual FTE at or above 0.50 will have an Academic Support Account (ASA) funded by the Provost’s office.

Section 2. On September 16 at the start of each academic year, the University will allocate $1,500 to each eligible bargaining unit faculty member’s individual ASA. For faculty retiring mid-year, the annual allocation will be prorated. Bargaining unit faculty with FTE lower than 0.50 due to being on an external fellowship will receive a full ASA allocation. These allocations do not preclude other academic support funds or stipends being provided to bargaining unit faculty members.

Section 3. Unexpended balances as of September 15 of the funds received under Section 1 up to $6,000 in individual ASAs will automatically be carried forward into the next year. Any funds above $6,000 on as of September 15 will return to the University, unless the bargaining unit faculty member provides an expenditure plan for the upcoming academic year to reduce the balance below $6,000 that is approved by their department or unit head and dean. This limit does not include or apply to other academic support funds or stipends received from other sources or as awarded by individual agreements.

Section 4. When a bargaining unit faculty member submits a resignation letter, completes the Tenure Relinquishment or Reduction Program, is laid off, or is terminated for cause, they forfeit any balances remaining in their ASAs to the University.
Section 5. Academic Support Account funds are not available to fund salary augments to any bargaining unit faculty member, including compensation in the summer or expenses that would be considered in support of typical departmental operations.

Section 6. Equipment, books, and other supplies purchased with ASAs are the property of the bargaining unit faculty member. Upon separation from the university, as described in Section 4, bargaining unit faculty members may negotiate to sell equipment, books, and other supplies purchased with ASA to the university.

Section 7. Centers, institutes, or units not embedded in an academic unit and comprised of a majority of funding contingent faculty members are exempt from the policy requirements of Article 35, Section 2. The use of professional development ASA funds by funding contingent bargaining unit faculty members must comply with the terms and conditions of their sponsored project and all federal and state laws and regulations.