UNITED ACADEMICS PROPOSAL

ARTICLE XX. TRAININGS

Section 1. The University will offer all bargaining unit faculty members training regarding unlawful discrimination. Bargaining unit faculty members shall complete any training regarding unlawful discrimination that is required by the University. Bargaining unit faculty members will ordinarily be required to complete training regarding unlawful discrimination no more frequently than once every two years.

Section 2. The University will offer, and all new and returning heads and principal investigators will be required to attend, an all-day new supervisor training on the Friday of finals week during Spring term before the academic year in which they will become supervisors.

The University will offer, and all new department or unit heads and principal investigators will be required to attend, training during the first Wednesday of every month during their first academic year as a supervisor.

The trainings will focus on three main objectives:

- **Leadership:** Develop knowledge, skills, and abilities of leadership including vision, inclusion, culture, climate, curriculum, business management, and others.
- **People Management:** Support and manage unit and faculty in ways that lead to successful and longstanding careers, as well as excellence in teaching & scholarship/research.
- **Policy and Procedures:** Access, understand and follow policies and procedures described in the United Academics and GTFF CBAs, as well as university and unit policy libraries.

Section 3. The University will offer, and all department and unit heads will be required to attend, a quarterly refresher training on the objectives listed in Section 2 or other timely issues.

Section 4. Department or unit heads will be released from all teaching duties.