

1 UNIVERSITY OF OREGON COUNTERPROPOSAL (8/13/2024)  
2 UNITED ACADEMICS COUNTERPROPOSAL (7/15/2024)  
3 UNIVERSITY OF OREGON COUNTERPROPOSAL (7/2/2024)  
4 UNITED ACADEMICS COUNTERPROPOSAL (6/13/2024)  
5 UNIVERSITY OF OREGON COUNTERPROPOSAL (5/16/2024)  
6 UNITED ACADEMICS COUNTERPROPOSAL (4/18/2024)  
7 UNIVERSITY OF OREGON COUNTERPROPOSAL (3/14/2024)  
8 UNITED ACADEMICS PROPOSAL (2/15/2024)  
9

### 10 Document Key

11 UA new | ~~UA-deletion~~ | UO new | ~~UO-deletion~~ | Accepted | Deleted | Status Quo | Restored  
12

## 13 ARTICLE 36. PROFESSIONAL DEVELOPMENT 14

15 **Section 1.** The University recognizes the importance of encouraging and supporting bargaining  
16 unit faculty members in professional development activities that enhance university instruction;  
17 scholarship, research and creative activities; and service that further the university’s academic  
18 mission. Bargaining unit faculty members will have access to, ~~and a monthly~~ an accounting of,  
19 their resources available for professional development.  
20

21 ~~Section 2. Every unit will have a policy setting forth the procedures and criteria for applying for  
22 and/or distributing available professional development funds using the process stated as  
23 mandated in Article 4. The University shall inform bargaining faculty members of the amount  
24 and status of their professional development funds in a monthly statement.~~  
25

26 **Section 2. Professional Development Funds.** University funding support for professional  
27 development activities includes the following:  
28

- 29 a. Unit-level funding for professional development activities, which is awarded in  
30 connection with unit-level policies;  
31
- 32 b. Designated funds for bargaining unit faculty members in appropriate classifications,  
33 categories, and ranks, such as Academic Support Accounts (ASA) or Professional  
34 Development Accounts (PDA), etc.;;  
35
- 36 c. Other professional development funds made available for supporting professional  
37 development (i.e. Article 28);  
38
- 39 d. For purposes of this Article, “professional development funds” does not include ~~external~~  
40 ~~funds that grants or awards which~~ have restrictions on use (e.g., external grants or  
41 awards, endowment funds), ~~or endowment funds which have restrictions on use.~~  
42

43 **Section 3. Use of Professional Development Funds.** The use of professional development funds  
44 must comply with all university, school or college, and department or unit policies and  
45 guidelines, in addition to applicable laws, regulations, and other funding restrictions. ~~When a~~  
46 ~~bargaining unit faculty member is on an approved sabbatical, research, medical, or family leave,~~  
47 they may utilize professional development funds in order to maintain necessary activity on active

48 projects. Use of professional development funds while on approved leave other than sabbatical  
49 will be considered on a case-by-case basis by the relevant Dean's Office (or equivalent) Office  
50 of the Provost, in consultation with ~~the unit head and~~ the bargaining unit faculty member, to  
51 honor the scope and purpose of the leave.

52

53 **Section 4. Ownership.** All professional development funds along with any materials and  
54 equipment purchased with professional development funds are the property of the University and  
55 do not become the property of the individual faculty member. When a bargaining unit faculty  
56 member ~~separates from the University (e.g., resigns, retires, is laid off, or is terminated)~~, they  
57 forfeit any remaining professional development funds to the University. Electronic devices  
58 purchased with professional development funds may be subject to periodic return to the  
59 appropriate administrative unit to maintain inventory and update software.

60

61 **Section 5. Additional Limitations.** Academic Support Accounts are not available to augment  
62 salaries, including compensation in the summer or expenses that would be considered in support  
63 of typical departmental operations. The use of professional development funds, including ASA  
64 funds, by funding-contingent bargaining unit faculty members must comply with the terms and  
65 conditions of their sponsored project and all federal and state laws and regulations.