

**ARTICLE 9**  
**PROFESSIONAL CONCERNS, MEETINGS, AND PROGRAMS**

**A. ATTENDANCE AT PROFESSIONAL MEETINGS**

1. All Unit 18 faculty are eligible to apply for professional leaves in accordance with other leaves with or without pay. Unit 18 faculty may be granted leave to attend professional meetings and programs. In each case payment of fees, payment of related costs, and pay status are at the sole discretion of the University.
2. When the University requires attendance at a professional meeting or program, the University will notify the Unit 18 faculty member in writing and will pay the fees and related costs. Programs which are suggested or recommended are not "required" within the meaning of this Article.
3. When a leave has been granted pursuant to this Article, the University will notify the Unit 18 faculty member in writing of the period of the leave, the pay status of the Unit 18 faculty member during the leave, and which fees or related costs, if any, will be paid.
4. During the period of leave, the Unit 18 faculty member shall be responsible for fulfilling instructional duties other than providing instruction and meeting student contact hours. The Unit 18 faculty member, whenever possible, agrees to consult with and assist the University in securing a replacement for providing instruction and office hours, or alternatively fulfilling those duties.
5. The University acknowledges that when Unit 18 faculty choose to not attend optional professional meetings, programs or trainings, the University will not include the lack of attendance in performance reviews.
6. Consistent with applicable University policies, nothing in this Article precludes Unit 18 faculty from obtaining funding to pay for the costs of professional development from sources outside of the Professional Development Fund Pool.

**B. COMMITTEES**

1. In an effort to encourage and facilitate unit member participation on University and/or Academic Senate committees, the Union hereby authorizes its members to participate in any and all Academic Senate committees and hereby specifically agrees not to accuse or charge the University with violations of HEERA in relation to said participation. This express waiver does not waive or modify in any way the Union's right to

meet and confer with the University.

2. In the event either the University or the Union seeks to pursue unit member participation on University committees dealing with terms and conditions of employment the parties will meet and discuss such participation on a case-by-case basis. In the event no agreement is reached, the Union retains all of its rights under HEERA.

**C. PROFESSIONAL DEVELOPMENT FUND POOL**

Campuses will maintain the Professional Development Fund Pool dedicated to providing support for professional development of Unit 18 faculty. This Development Fund and program is separate from the program referenced in Article 8 - Instructional Support. This Professional Development Fund Pool will be administered as follows:

1. The Professional Development Fund Pool will be funded annually on October 1 and shall be placed in a special campus account. Effective Fiscal Year 2021-2022, each campus will allocate \$250 per Unit 18 faculty Full Time Equivalent (FTE), based on the October 1, 2019 FTE count. The University shall adjust the Full Time Equivalents on October 1, 2022. This allocation is a minimum amount and shall not preclude the allocation of additional funds at the discretion of the University.

**2. Special Fiscal Year 2020-2021 Provisions**

**a. Individual Awards/Allocations**

Unit 18 faculty who received an award in Fiscal Year 2019-2020, and were unable to use the funds during Fiscal Year 2020-2021, will have the opportunity to use those same awards during Fiscal Year 2021-2022 without resubmission.

**b. Fund Pool Balances**

Any unallocated balances as of June 30, 2021 shall be added to the Fiscal Year 2021-2022 professional development fund pool.

**3. Rollover Cap**

Commencing Fiscal Year 2021-2022, up to \$25,000.00 of unallocated professional development funds remaining from the previous fiscal year, if any, shall rollover to the next fiscal year.

4. Individual Unit 18 faculty will be eligible to submit requests for funding to support proposals for professional development, including but not limited

to professional meetings, training seminars, software, and paid leave, all of which should be in support of pedagogical endeavors. Only those Unit 18 faculty with continuing appointments will be eligible to submit requests for paid leave.

5. The University will establish a UC-AFT Council on Professional Development on each campus. The Council shall comprise five (5) Unit 18 faculty. The appropriate University official will appoint the Council members from a list of nominations provided by the UC-AFT. The Council shall develop and revise guidelines, criteria and procedures in accordance with campus protocol for awarding professional development funds. The Council will review applications and make recommendations to the appropriate University official for final approval. All approved applications shall receive the dispersal of funds as recommended by the UC-AFT Council on Professional Development, provided the recommendations do not exceed the funds in the pool.
6. Unit 18 faculty participation on the UC-AFT Council on Professional Development is voluntary.
7. The University shall post the names and departments of the members of the campus UC-AFT Council on Professional Development on the Academic Personnel campus website and include their names and departments in the call for proposals.

#### **D. COPYRIGHT**

1. University copyright policies that apply to all faculty, including Senate Faculty, in the areas of intellectual property and distance education shall apply to Unit 18 faculty.
2. Unit 18 faculty are “Designated Instructional Appointees” as this term is used in the Policy on Ownership of Course Materials.

#### **E. ENFORCEMENT**

In any grievance alleging a violation of this Article, the Arbitrator shall have no authority to review or modify the University’s decisions whether or not to provide funds to a particular Unit 18 faculty for professional development.