

ARTICLE 7
CONTINUING MEDICAL EDUCATION / PROFESSIONAL DEVELOPMENT

A. General Conditions

1. Doctors are encouraged to pursue professional development and education in relation to their career in health care.
2. Doctors shall be reimbursed for the costs of educational programs required and approved by the University. Time spent in such educational programs shall be considered time worked.
3. Doctors attending University courses or seminars shall be eligible for fee reductions applicable to non-represented staff at their campus.
4. Nothing in this Article shall prevent the University from granting additional professional development and/or educational opportunities or reverting to the minimal hours discussed below in §B.

B. Paid Time

1. **Eligibility:** Non-probationary career doctors are eligible for paid professional development and educational leave.
2. Each calendar year, eligible doctors shall receive paid professional development leave for educational pursuits related to their career in health. Forty (40) hours of professional development leave shall be available for doctors appointed at ninety percent (90%) or more. The 40 (forty) hours shall be prorated, based on appointment rate, for eligible doctors that work less than 90% time. Such hours may not be accumulated from year-to-year. Those campuses that currently provide professional development leave based on appointment percentage without a reduction in leave for employees in partial-year appointments shall continue that practice.
3. **Use of Professional Development Time:** Requests for leave under §B. of this Article shall be submitted in accordance with departmental procedures and are subject to operational considerations.

C. CME Reimbursement

The University has the sole, non-grievable option to amend eligibility for, alter, terminate, or establish as a new program, the reimbursement of related expenses related to continuing education.