


Tentative Agreement

UC/AFT IX Successor Negotiations
Article 9 – Professional Concerns
UC Proposal #7
May 13, 2021
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For the University

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5-25-2021

For UC-AFT

ARTICLE 9
PROFESSIONAL CONCERNS, MEETINGS, AND PROGRAMS


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6-11-21

A. ATTENDANCE AT PROFESSIONAL MEETINGS

1. All ~~NSF~~ **Unit 18 faculty** are eligible to apply for professional leaves in accordance with other leaves with or without pay. ~~NSF~~ **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 ~~NSF~~ **Unit 18 faculty** 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 ~~NSF~~ **Unit 18 faculty** in writing of the period of the leave, the pay status of the ~~NSF~~ **Unit 18 faculty** during the leave, and which fees or related costs, if any, will be paid.
4. During the period of leave, the ~~NSF~~ **Unit 18 faculty** shall be responsible for fulfilling instructional duties other than providing instruction and meeting student contact hours. ~~The~~ ~~NSF~~ **Unit 18 faculty**, 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 ~~establish~~ **maintain the** a Professional Development Fund Pool dedicated to providing support for professional development of ~~NSF~~ **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 ~~established and~~ 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, provided ratification occurs by December 1, 2021,** each campus will allocate ~~\$200~~ **\$250** per ~~NSF~~ **Unit 18 faculty** Full Time Equivalent (FTE), based on the October 1, 2019 FTE count. **If ratification does not occur by December 1, 2021, the allocation per FTE will remain \$200 and the increase to \$250 shall be effective commencing the following fiscal year.** The University shall adjust the Full Time Equivalents on October 1, ~~2022, 2019~~. 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 FY 2019-2020, and were unable to use the funds during FY 2020-2021, will have the opportunity to use those same awards during FY 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 reaining from the previous fiscal year, if any, shall rollover to the next fiscal year.

4. Individual ~~NSF~~ **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 ~~NSF~~ **Unit 18 faculty** with continuing appointments will be eligible to submit requests for paid leave.
5. The University will establish a ~~NSF~~ **UC-AFT** Council on each campus on Professional Development. The Council shall **comprise** ~~be comprised of~~ five (5) ~~NSF~~ **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. ~~NSF~~ **Unit 18 faculty** participation on the ~~NSF~~ **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. ~~The same~~ University **copyright** policies that apply to all faculty, including Senate Faculty, in the areas of intellectual property and distance education

shall apply to ~~NSF~~ **Unit 18 faculty**.

2. ~~NSF~~ **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 ~~NSF~~ **Unit 18 faculty** for professional development.