

**ARTICLE 3**  
**PROFESSIONAL ACTIVITIES AND DEVELOPMENT**

- A.** Librarians are required to devote their time and energies to service on behalf of the University. Certain commitments established by the University will involve specific schedules and obligations that shall be met by the librarian. There shall be reasonable flexibility and reasonable individual discretion for librarians in the use of University time so that they may function as academic appointees of the University of California. Choice of other activities such as study, writing, research, public service, and requests to attend workshops, institutes, and conferences, as well as the choice of professional organizations in which to be active, are left to the discretion of the individual librarian. Denials of funding must be communicated in writing. Decisions regarding the allocation of University funds to librarians for study, writing, research, public service and other professional development activities are not grievable or arbitrable. The decisions shall not be arbitrary, capricious, or unreasonable.
- B.** The University shall provide funding and opportunities for research and other professional development activities. Other professional development activities include creative activities, professional meetings, conferences, seminars, membership fees, and workshops. Such funding and opportunities shall be allocated and distributed on a competitive basis at the campus level in accordance with procedures that are established at each campus. The mix of funding between research and other professional development activities may fluctuate from year to year according to individual campus needs.
- C.** Grant proposals other than those supported by funds described in Section D. and E. of this Article which designate a librarian as Principal Investigator are subject to approval at the sole discretion of the University, in accordance with Contracts and Grants Policy.
- D.** In accordance with procedures established by the University, the following amounts will be allocated for members of the unit to use for research, creative activities, professional meetings, conferences, seminars, membership fees, and workshops.

The minimum campus professional development fund pool shall be allocated each year in accordance with the table below:

| <b>Location</b> | <b>2019-2023</b> |
|-----------------|------------------|
| Berkeley        | \$60,442         |
| Davis           | \$29,390         |
| Irvine          | \$25,886         |
| Los Angeles     | \$74,922         |
| Merced          | \$5,409          |
| Riverside       | \$23,074         |
| San Diego       | \$26,563         |
| San Francisco   | \$7,302          |
| Santa Barbara   | \$20,271         |
| Santa Cruz      | \$17,784         |

These funds shall be a minimum amount and shall not preclude the allocation of additional funds at the discretion of the University. Annually, the University Librarian or designee at each campus will announce a minimum amount available to each Librarian with a minimum allocation determined according to the above funding schedule divided by the headcount as of July 1 of the fiscal year. The timing of the announcement will be determined according to local campus procedures.

- E.** A special University-wide research fund of \$24,300 shall be allocated by the Office of the President and distributed in accordance with procedures established by the University. This fund may be used to support research involving more than one campus, joint support with one or more campuses of a research project, and other similar research ventures such as individual research projects which cannot be funded at the campus level.
- F.** Any encumbered University-wide research funds shall be carried over into the next fiscal year. For the purpose of this Article encumbered funds are University-wide research funds for which a commitment has been made to an individual.
- G.** Nothing in this Article shall preclude librarians from applying for and receiving funding from other sources. Such awards shall not affect their eligibility for awards from the funds established in this Article.