

**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 at the campus level in accordance with procedures that are established at each campus.
- C.** Each campus shall identify and communicate to librarians a clear set of local procedures for librarians to apply for Principal Investigator (PI) status or co-PI status, whether directly or on an exceptional basis. Such local procedures, if they do not yet exist, shall be developed and communicated to librarians in consultation with appropriate consultative bodies including the Librarians Association of the University of California.

Grant proposals which designate a librarian as Principal Investigator, are subject to approval at the sole discretion of the University, in accordance with the Contract and Grants Manual of the University of California.

- D.** Starting July 1, 2025, active Librarians as of July 1 each year will be allocated no less than \$1,250 in professional development funds. Nothing prevents a campus from offering additional professional development funds beyond the contractual minimum. These funds may be used for research, creative activities, professional meetings, conferences, seminars, membership fees, and workshops.
1. Unless local procedure specifies otherwise, unspent funds will not carry over to the next fiscal year.
  2. For the fiscal year 2024/2025, campuses will maintain their current practices for professional development allocation based on the campuswide amounts listed in the LX Agreement dated 04/01/2019 - 03/31/2024.
- E.** A special University-wide research fund of \$35,000 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.