

*This is part of a package proposal. UAW reserves the right to withdraw this package proposal at any time, at its sole discretion and without penalty. If this package proposal is not accepted as written in its entirety and without modification as described below, this proposal will be declared to be void and non-existent and the Union will return to bargaining from its language proposed prior to this package proposal.*

## **Article XX – Professional Development & Career Counseling**

A. The University and the UAW agree that adequate opportunities for professional development are essential for Academic Researchers and that a reasonable portion of paid work time will be allocated to professional development activities.

B. The University will provide access to Academic Researchers to all professional development and/or career counseling programs at each campus.

C. Nothing will preclude the University from enhancing the professional development and/or career counseling programs, or the professional development lectures/workshops provided to Academic Researchers.

D. Academic Researchers often need to take part in professional development activities, including but not limited to conferences, career fairs, courses and workshops. The University shall cover expenses including but not limited to registration fees, travel expenses, and other costs, provided the activities are approved by the PI.

E. In addition to the existing career development resources existing at the time of the agreement, the University will provide at least \$100 per year per Academic Researcher FTE into an account at each campus. Nothing shall preclude the University from providing additional funds at its discretion. The specific allocation of the funds shall be determined by the Committee on Professional Development at each campus.

1. Individual Academic Researchers 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 their research and career progression.
2. The University will establish on each campus an Academic Researcher Committee on Professional Development. The Council shall be comprised of four (4) Academic Researchers, two (2) appointed each by the Union and the University. The Committee shall develop guidelines and procedures in accordance with campus protocol for awarding professional development funds.

F. Beginning in 2020, the Union and the University shall partner in developing a professional development survey to be distributed annually to all Academic Researchers. Topics may include but are not limited to career development opportunities, career progression and career outcomes, and mentoring. All survey results shall be shared by both parties.