

## **ARTICLE XIV - PROFESSIONAL DEVELOPMENT AND CONTINUING SCHOLARSHIP**

The parties agree to undertake a program of professional development for members of the bargaining unit; provided, however, that the provisions of this Article XIV shall be of no application to any person appointed to a part-time position in the bargaining unit other than salaried part-time faculty members, except for as provided in section H of this article-

Participation in any such program by any member of the bargaining unit shall be undertaken only if he/she so chooses.

### **A. PURPOSE**

The purpose of the program of professional development shall comprise the following several aims and goals through research, scholarship and other appropriate professional activities:

1. to improve teaching and student advising and to relate those to a changing curriculum that is itself responsive to the larger needs of society;
2. to develop new teaching skills and an appropriate facility in the use of media, teaching aids and other supportive techniques where those are appropriate;
3. to improve student advising techniques and the faculty member's command of relevant bodies of knowledge in this area;
4. to increase the faculty member's command of the body of knowledge that constitutes his/her own discipline;
5. where appropriate, to enable a faculty member to develop a command over a body of knowledge in a related discipline;
6. in the case of any librarian, to improve such librarian's professional skills and techniques and to relate those to a changing curriculum that is itself responsive to the larger needs of society;
7. in the case of any librarian, to develop new professional skills and techniques to the same end; and
8. to provide retraining to members of the bargaining unit who have been or may be given notice of retrenchment.

### **B. PROGRAM OF PROFESSIONAL DEVELOPMENT**

No later than September 30, 2023, there shall be established at each University a Committee on Professional Development and Retraining, which shall be composed of three (3) unit members appointed by the Chapter President and two (2) persons appointed by the President of the University.

1. The committee shall:

- a. meet and confer with the Vice President regarding criteria for awarding programs of professional development;
  - b. receive and review all requests for programs of professional development that may be undertaken pursuant to the provisions of this Article, and thereafter make recommendations to the President of the University regarding approval or disapproval of all programs of professional development submitted pursuant to the provisions of this Article;
  - c. make recommendations regarding the allocation of moneys which shall be available for the implementation of programs of professional development that may be undertaken pursuant to the provisions of this Article;
  - d. develop and recommend a policy for the retraining of unit members who may be retrenched and submit such recommended policy to the President of the University within three (3) months from the date on which the committee shall have first convened; in discharging this responsibility the committee shall seek to compile and disseminate information regarding retraining and job opportunities for members of the bargaining unit; and
  - e. advise, when requested, individual unit members who shall have been or may be retrenched pursuant to the provisions of Articles X-A and X-B of this Agreement for the purpose of assisting any such unit member in the development of a program of retraining.
2. The President shall:
- a. upon receipt of the recommendations of the Committee on Professional Development and Retraining, grant such awards as he/she shall determine in accordance with the provisions of this Article;
  - b. notify the applicants of the approval or disapproval of their program of professional development; and
  - c. notify the President of the Association of the grants and programs approved by him/her.
3. Every such request for a program of professional development shall be submitted within the limits of time prescribed therefor.

#### C. EVALUATIONS

The participation or lack of participation of any member of the bargaining unit in any program under this Article shall not be considered in any evaluation of such member of the bargaining unit conducted pursuant to the provisions of Articles VIII, VIII-A or VIII-C of the Agreement; provided, however, that any member of the bargaining unit may introduce for consideration during any such evaluation the work done by him/her, or the product thereof, pursuant to any program under this Article. Notwithstanding the foregoing,

whenever any member of the bargaining unit shall have been granted a reduction of teaching workload in order to undertake a program of professional development under this Article, his/her participation in such program shall be evaluated in accordance with Articles VIII, VIII-A or VIII-C of this Agreement.

Upon the completion of any program of professional development, a member of the bargaining unit shall submit to the Vice President a report thereon describing with reasonable particularity the professional activities undertaken pursuant thereto as they relate to the purposes for which the program of professional development was approved.

D. IMPLEMENTATION/FUNDING

The amount, method and manner of the funding of any program of professional development shall be determined by the President of the University.

E. DEFINITION

For the purpose of this Article XIV, the phrase “individual program of professional development” shall, in the case of any individual member of the bargaining unit, mean a program designed to effectuate any one or more of the purposes set forth in Section A, which program shall have been developed at the initiation of such unit member, assented to by him/her, and approved as such by the President: it being the common purpose of the parties to this Agreement to provide members of the bargaining unit with the specific means by which to achieve professional growth and to benefit the University.

F. EXISTING PROGRAMS

Nothing in this Article XIV shall be of any application to any individual program of professional development approved prior to the effective date of this Agreement or for which moneys have been made available other than pursuant to Section G.

G. SUPPORT FOR CONTINUING SCHOLARSHIP

1. Funding

With effect on September 1 of each academic year, there shall be made available at each University a pool of moneys that shall be expended, in accordance with this Section G, for the support of continuing scholarship. The amount of the pool of moneys shall be calculated as follows for each such year:

- a. there shall first be computed an amount equal to one percent (1%) of the value, aggregated for the nine (9) State Universities, of the AA unit payroll as that payroll is on the preceding May 31;
- b. the amount computed under the preceding paragraph (a) shall be divided by the number equal to the number, aggregated for the nine (9) State Universities, of all full-time-equivalent members of the bargaining unit

employed on such May 31 (but including in that number only full-time unit members and salaried part-time faculty members); and

- c. the amount computed under the preceding paragraph (b) shall, for each University, be multiplied by the number equal to the number of full-time-equivalent members of the bargaining unit employed at the University on such May 31 (but including in that number only full-time unit members and salaried part-time faculty members).

2. Source of Funding

The moneys required under the preceding subsection 1 to fund support for continuing scholarship shall not be an incremental cost item for such purposes and shall be supplied from moneys otherwise lawfully available to be expended for such purpose at each University.

3. Continuing Scholarship

For the purposes of this Section G, the phrase “continuing scholarship” shall have the meaning ascribed to it in Article VIII, Section A(1)(b) and Section A(3)(b), and the moneys made available hereunder shall be applied solely for the support of such continuing scholarship.

4. Allocation and Approval of Expenditures: Fund for Continuing Scholarship

With effect on September 1 of each academic year, there shall be allocated (i) to each full-time member of the bargaining unit who is employed as such during the fall semester of such year an amount equal to the amount calculated for such date pursuant to paragraph (b) of the preceding subsection 1 and (ii) to each salaried part-time faculty member a proportionate share of an amount equal to the amount so calculated for such date. The distribution of funds shall be completed by November 1 of each academic year. A person first employed as a member of the bargaining unit during the spring semester of an academic year shall not be entitled to any allocation of funds under this subsection 4. Each member of the bargaining unit to whom an allocation is made hereunder shall be entitled to expend the amount so allocated. ~~but may do so only subject to the following:~~

~~a. — on or before December 31, he/she shall first submit to the Vice President a description of the purpose for which such moneys (or any portion thereof) are to be expended and, on or before January 31, the Vice President shall thereafter approve the same unless he/she shall have determined that the intended expenditure does not constitute support of continuing scholarship; and~~

~~b. — whenever the Vice President shall have approved the purpose for which an expenditure is intended to be made, the Vice President shall thereupon authorize the payment of the amount required therefor (but not more than the amount computed under the preceding subsection 1(b)) to the bargaining unit member as a stipend for continuing scholarship.~~

~~Whenever the Vice President shall have declined to approve an intended expenditure under paragraph (a) above, the member of the bargaining unit whose submission has been disapproved shall be entitled to appeal the Vice President's decision to the Committee on Professional Development and Retraining, and the Committee's decision in that regard shall be final and binding.~~

~~5. Allocation of Unexpended Moneys~~

~~Whenever on February 1 there remain at any University moneys whose expenditure has not been authorized pursuant to the preceding subsection 4, the Vice President shall, as follows, authorize the payment of such moneys as stipends for continuing scholarship:~~

~~a. the total sum of the moneys whose expenditure has not been authorized shall be divided by the number of members of the bargaining unit to whom an allocation of moneys was approved and made under paragraph (a) or (b) of the preceding subsection 4; and~~

~~b. the amount calculated in accordance with the preceding paragraph (a) shall be disbursed to each of the members of the bargaining unit who are described in the preceding paragraph (a).~~

H. SUPPORT FOR PART-TIME FACULTY PROFESSIONAL DEVELOPMENT

1. Funding

With effect on September 30 of each academic year, there shall be made available at each University a pool of moneys that shall be expended to support part-time faculty members' professional development (scholarship, educator, and professional expenses). The amount of the pool of moneys shall be calculated and expended twice as follows for each such academic year:

a. there shall first be computed an amount equal to half of one percent (.5%) of the value, aggregated for the nine (9) State Universities, of the MSCHC unit payroll as that payroll is on September 30 and then again calculated on the following January 30;

b. the amount computed under the preceding paragraph (a) shall be divided by the full-time equivalent headcount of all part-time members of the bargaining unit employed on such September 30 and again on the following January 30, aggregated for the nine (9) State Universities; and

c. the amount computed under the preceding paragraph (b) shall, for each University, be multiplied by full-time equivalent headcount of their part-time members of the bargaining unit employed at the University on such September 30 and again on January 30.

2. Source of Funding

The moneys required under the preceding subsection 1 to fund support for professional development shall not be an incremental cost item for such purposes and shall be supplied from moneys otherwise lawfully available to be expended for such purpose at each University.

3. Allocation and Approval of Expenditures

With effect on November 1 and again on March 1 of each academic year, there shall be allocated to each part-time member of the bargaining unit who is employed as such during the fall and spring semesters of such year an amount calculated as an equivalency of a 12 credit teaching load for such date pursuant to preceding subsection. Each member of the bargaining unit to whom an allocation is made hereunder shall be entitled to expend the amount for professional development.

II. LIBRARIAN RESEARCH/INNOVATION LEAVE

Librarians hired prior to July 1, 2017 who will have fewer than twenty-five (25) years of years of service as of June 30, 2020 shall be credited with fifteen (15) hours (the equivalent of two (2) days) of research/innovation leave for the purpose of pursuing research and/or innovation opportunities away from campus, which may be taken during the following twelve (12) months at a time or times requested by the librarian and approved by the Library Director or Library Program Area Chair, as appropriate, whose approval will not be unreasonably denied. Any such leave when so taken shall be taken without loss of pay. The librarian will forfeit any such leave not taken by any December 31; provided, however, if the leave was not taken because approval was denied, it shall be available in a subsequent year. Such leave is in addition to any leave programs or policies that currently exist at each of the universities granted for the purpose of attending professional meetings and conferences.