

1 UNIVERSITY OF OREGON COUNTERPROPOSAL (5/16/2024)  
2 UNITED ACADEMICS COUNTERPROPOSAL (4/18/2024)  
3 UNIVERSITY OF OREGON COUNTERPROPOSAL (3/14/2024)  
4 UNITED ACADEMICS PROPOSAL (2/15/2024)  
5

6 Document Key

7 UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | ~~Deleted~~ | Status Quo | Restored  
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9 ARTICLE 36. PROFESSIONAL DEVELOPMENT  
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11 **Section 1.** The University recognizes the importance of encouraging and supporting bargaining  
12 unit faculty members in professional development activities that enhance university instruction;  
13 scholarship, research and creative activities; and service that further the university's academic  
14 mission. ~~Bargaining unit faculty members will have access to, and a monthly an accounting of,~~  
15 ~~their resources available for professional development.~~

16  
17 ~~Section 2. Every unit will have a policy setting forth the procedures and criteria for applying for~~  
18 ~~and/or distributing available professional development funds using the process stated as~~  
19 ~~mandated in Article 4. The University shall inform bargaining faculty members of the amount~~  
20 ~~and status of their professional development funds in a monthly statement.~~  
21

22 **Section 2. Professional Development Funds.** University funding support for professional  
23 development activities includes the following:  
24

- 25 a. Unit-level funding for professional development activities, which is awarded in  
26 connection with unit-level policies;  
27  
28 b. Designated funds for bargaining unit faculty members in appropriate classifications,  
29 categories, and ranks, such as Academic Support Accounts (ASA) or Professional  
30 Development Accounts (PDA), etc.;  
31  
32 c. Other professional development funds made available for supporting professional  
33 development (i.e. Article 28);  
34  
35 d. For purposes of this Article, "professional development funds" does not include ~~external~~  
36 ~~funds that grants or awards which~~ have restrictions on use (e.g., ~~external grants or~~  
37 ~~awards, endowment funds), or endowment funds which have restrictions on use.~~  
38

39 **Section 3. Use of Professional Development Funds.** The use of professional development funds  
40 must comply with all university, school or college, and department or unit policies and  
41 guidelines, in addition to applicable laws, regulations, and other funding restrictions. ~~When a~~  
42 ~~bargaining unit faculty member is on an approved sabbatical leave, they may utilize professional~~  
43 ~~development funds in order to maintain necessary activity on active projects.~~  
44

45 **Section 4. Ownership.** All professional development funds along with any materials and  
46 equipment purchased with professional development funds are the property of the University and

47 do not become the property of the individual faculty member. When a bargaining unit faculty  
48 member ~~separates from the University (e.g., resigns, retires, is laid off, or is terminated)~~, they  
49 forfeit any remaining professional development funds to the University. Electronic devices  
50 purchased with professional development funds may be subject to periodic return to the  
51 appropriate administrative unit to maintain inventory and update software.

52

53 **Section 5. Additional Limitations.** Academic Support Accounts are not available to augment  
54 salaries, including compensation in the summer or expenses that would be considered in support  
55 of typical departmental operations. The use of professional development funds, including ASA  
56 funds, by funding-contingent bargaining unit faculty members must comply with the terms and  
57 conditions of their sponsored project and all federal and state laws and regulations.