

ARTICLE 9 PROFESSIONAL CONCERNS, MEETINGS, AND PROGRAMS

A. ATTENDANCE AT PROFESSIONAL MEETINGS

1. All Unit 18 faculty are eligible to apply for professional leaves in accordance with other leaves with or without pay. Unit 18 faculty may be granted leave to attend professional meetings and programs. In each case payment of fees, payment of related costs, and pay status are at the sole discretion of the University **except as indicated in 2 below**.
2. When the University requires **or recommends** attendance at a professional meeting or program, the University will notify the Unit 18 faculty member in writing and will pay the fees and related costs. **Nonetheless, department chairs or other supervisors sharing Programs which are suggested or recommended are information about professional opportunities with U18 faculty, does not count as "required" or "recommended" within the meaning of this Article provided that attendance/participation is not required or expected.**
3. When a leave has been granted pursuant to this Article, the University will notify the Unit 18 faculty member in writing of the period of the leave, the pay status of the Unit 18 faculty member during the leave, and which fees or related costs, if any, will be paid.
4. During the period of leave, the Unit 18 faculty member shall be responsible for fulfilling instructional duties other than providing instruction and meeting student contact hours, **or other in-person responsibilities**. The Unit 18 faculty member, whenever possible, agrees to consult with and assist the University in securing a replacement for providing instruction and office hours, or alternatively fulfilling those duties.
5. The University acknowledges that when Unit 18 faculty choose to not attend optional professional meetings, programs or trainings, the University will not include the lack of attendance in performance reviews.
6. Consistent with applicable University policies, nothing in this Article precludes Unit 18 faculty from obtaining funding to pay for the costs of professional development from sources outside of the Professional Development Fund Pool.

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B. COMMITTEES

1. In an effort to encourage and facilitate unit member participation on University and/or Academic Senate committees, the Union hereby authorizes its members to participate in any and all Academic Senate committees in accordance with Article 7a J.1.a.b.c and hereby specifically agrees not to accuse or charge the University with violations of HEERA in relation to said participation. This express waiver does not waive or modify in any way the Union's right to meet and confer with the University.
2. In the event either the University or the Union seeks to pursue unit member participation on University committees dealing with terms and conditions of employment the parties will meet and discuss such participation on a case-by-case basis. In the event no agreement is reached, the Union retains all of its rights under HEERA.

C. PROFESSIONAL DEVELOPMENT FUND (PDF) POOL

Campuses will maintain the ~~Professional Development Fund~~ PDF Pool dedicated to providing support for professional development of Unit 18 faculty. This Development Fund and program is separate from the program referenced in Article 8 - Instructional Support. This ~~Professional Development Fund~~ PDF Pool will be administered as follows:

1. The ~~Professional Development Fund~~ PDF Pool will be funded annually on October 1 and shall be placed in a special campus account. Effective Fiscal Year 2024~~X~~-2022~~X~~, each campus will allocate \$250~~310~~ per Unit 18 faculty Full Time Equivalent (FTE), based on the October 1, 2014~~92X~~ FTE count. The University shall adjust the ~~Full Time Equivalents~~ FTE on October 1, 2022~~X~~ and the amount per FTE will increase annually at the annual inflation rate, using the California statewide Consumer Price Index. This allocation is a minimum amount and shall not preclude the allocation of additional funds at the discretion of the University.
 - a. The University will annually review PDF pool distribution to determine the number of eligible requests that did not receive funding due to insufficient funds during the previous fiscal year. If needed to fund the average demand for funding all eligible proposals, the University shall annually increase funding above the minimum allocation per FTE to meet this demand.

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2. *At the end of every grant cycle, the University shall document per campus: who received funding, the amount of each grant, the total amount actually disbursed, the disbursement date, and at the end of each fiscal year the total remaining funds that rolled over to the following year (consistent with Section 3 below). This documentation shall be provided to the PDF Council Chair within 60 days of the disbursement of funds.*
3. *Departments shall allow PDF awardees 30 days minimum after their funded travel or program to submit required documentation to receive disbursement. The ending of the fiscal year during this 30-day period shall not prevent awardees from receiving their reimbursement.*
4. *The University shall ensure that U18 PDF awards are reported as reimbursements and not as income to avoid negative tax consequences.*
5. ~~2. Special Fiscal Year 2020-2021 Provisions~~ *Emergency Provisions*
 - a. *Individual Awards/Allocations*

Unit 18 faculty who received an award in Fiscal Year 2019-2020, *during a national or global emergency* and were unable to *therefore cannot* use the *those* funds during Fiscal Year 2020-2021, will have the opportunity to use those *receive the* same awards during *the following* Fiscal Year 2021-2022 without resubmission.
 - b. *Fund Pool Balances*

Any unallocated balances as of June 30, 2021 shall be added to the Fiscal Year 2021-2022 professional development fund pool.
6. ~~3. Rollover Gap~~

Commencing Fiscal Year 2021~~X~~-2022~~X~~, up to \$25,000.00 of all unallocated professional development funds *PDFs* remaining from the previous fiscal year, if any, shall rollover to the next fiscal year. *The rollover shall include any funds not awarded and also any awarded funds that are not actually disbursed to awardees.*
7. ~~4. Individual Unit 18 faculty will be eligible to submit requests for funding to support PDF proposals for professional development, including but not limited to professional meetings, training seminars, software, and paid~~

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leave, **research, creative work, and educational programs that enhance the U18 faculty members' pedagogical endeavors or their skills, knowledge or contributions to their field** ~~all of which should be in support of pedagogical endeavors.~~ Only those Unit 18 faculty with continuing appointments will be eligible to submit requests for paid leave. **All travel related expenses (including meals/per diem, lodging, and air and ground transportation) that are covered via campus travel policy for other campus employees shall also be eligible for coverage via PDF.**

8. 5. The University will establish a UC-AFT Council on Professional Development on each campus. The Council shall comprise five (5) Unit 18 faculty **appointed by UC-AFT.** ~~The appropriate University official will appoint the Council members from a list of nominations provided by the UC-AFT.~~ The Council shall develop and revise guidelines, criteria and procedures in accordance with campus protocol for awarding professional development funds. The Council will review applications and make recommendations to the appropriate University official for **will have** final approval **over awards.** All approved applications shall receive the dispersal **disbursal** of funds as recommended by the UC-AFT Council on Professional Development, provided the recommendations do not exceed the funds in the pool. **All award recipients shall be Unit 18 faculty who submitted applications for PDF funding. Under no circumstances shall the University distribute funds from the PDF pool that have not been approved for allocation by the PDF Council.**
- a. 6. Unit 18 faculty participation on the UC-AFT Council on Professional Development is ~~voluntary~~ **shall be compensated in accordance with Article 24 Section C.**
- b. 7. The University shall post the names and departments of the members of the campus UC-AFT Council on Professional Development **and the applicable deadlines and criteria for submitting PDF applications** on the Academic Personnel campus website and include their names and departments in the call for proposals.

D. COPYRIGHT

1. University copyright policies that apply to all faculty, including Senate Faculty, in the areas of intellectual property and distance education shall apply to Unit 18 faculty.

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2. Unit 18 faculty are “Designated Instructional Appointees” as this term is used in the Policy on Ownership of Course Materials.

E. **NON-PDF** GRANTS AND TEACHING AWARDS [Moved from article 8.C.]

1. Unit 18 faculty may apply for grants for instructional improvement and course development and may apply or be nominated for teaching awards. Unit 18 faculty are eligible for and may request course support funds **outside of the PDF pool**, and such requests shall not be capriciously denied, or denied solely on the basis of bargaining unit membership.
2. Information pertaining to available campus instructional grants and awards **outside of the PDF pool** shall be made available to Unit 18 faculty **by the same means as those used for other instructional appointees**.
3. ~~At the sole discretion of the University, a~~ **A** Unit 18 faculty member may be granted Principal Investigator status, ~~in accordance with Contracts and Grants Policy.~~ **Such requests shall not be unreasonably denied. Requests shall be granted to all Unit 18 Faculty members who require PI status to manage grants for their classes and/or to perform their job duties or research activities otherwise supported by the campus.**
4. **All calls for campus instructional grant applications shall expressly state that Unit 18 faculty are eligible to apply.**
5. **Unit 18 faculty shall have the option to serve on committees that determine teaching awards designated for Unit 18 faculty.**

E.E. ENFORCEMENT

In any grievance alleging ~~that~~ a **University representative has violated** ~~violation of this Article, the Arbitrator shall have no authority to review or to~~ modify the University's **actions, including but not limited to** decisions ~~whether or not to provide~~ **to withhold PDF** funds to a particular Unit 18 faculty for professional development ~~who has received approval for the funding from the PDF committee.~~

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