

ARTICLE # PROFESSIONAL DEVELOPMENT

Section 1: Importance of Professional Development. The University and the Union agree that professional development opportunities are important to graduate student workers (GSWs).

Section 2: On-Campus Professional Development. The University shall continue its practice of making on-campus professional development opportunities available to GSWs and other graduate students free of charge, ~~as applicable~~

Section 3: Establishment of Payment for Professional Development. All GSWs will be given access to Concur for approved reimbursement costs related to professional development.

Section 4: Eligible Expenses. GSWs may request that their advisor or supervisor purchase resources related to professional development. Each GSW may request up to \$750 worth of resources per year. All application requests presented to the University must contain written approval from the GSW's advisor or supervisor. Requests shall be for a scholarly, educational, or professional purpose, including but not limited to professional travel, supplies, books, journals, seminars, and equipment. ~~If a request is denied by the University or the GSW's advisor or supervisor, that request shall not count against a GSW's annual limit for the year. University determinations to approve or deny requests shall not be subject to the grievance and arbitration process.~~ University determinations to approve or deny requests shall not be subject to the grievance and arbitration process, unless the denial results from discrimination, harassment or retaliation as described in Article XX; Prohibition Against Discrimination and Harassment.

Section 5: Existing Professional Development Travel Funds. ~~PhD travel funding budgeted for the current fiscal year (7/1//24-6/30/25) will continue in effect to be available for that time period.~~ Professional development funds available to GSWs which are in existence on the effective date of the Agreement and which are not specifically covered by this article, will continue in effect under conditions upon which they had previously existed throughout the life of this Agreement. If the University intends to diminish or eliminate existing professional development funds, in accordance with the above, they must negotiate over the impacts of these changes. ~~unless altered by mutual consent of the University and the Union.~~