

University Updated 2/18/25 Counter – Professional Development

*The University's second comprehensive contract proposal offered on March 15, 2024 remains on the table as a union contract settlement that the university will sign when and if the Union is interested.

*The university reserves the right to add to, modify or withdraw proposals as part of the negotiation process, and to offer additional proposals. No agreement applies to any single provision unless there is agreement on a final package.

*Updated 2/18/25 counter to reflect discussion about Section 5 language

Article XX

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 ~~all graduate students~~ 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. 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.~~

Section 5: Existing Professional Development Travel Funds. PhD Network 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 unless altered by mutual consent of the University and the Union.