

GEU Mediation Proposal: Professional Development

This mediation proposal has been prepared for the purposes of collective bargaining only and does not represent the final form of the Article. The Bargaining Team reserves the right to amend or withdraw this proposal as bargaining may require. PSU is a public institution, these negotiations pertain to public employees, and this proposal will be shared publicly.

| PROFESSIONAL DEVELOPMENT | | | | |
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| LN | GEU Proposal 12/8/17 | Admin Proposal 2/2/18 | GEU Proposal 2/12/18 | Notes |
| 3 | Section PROFESSIONAL_DEVELOPMENT_ARTICLE.PURPOSE_SECTION – Purpose | | Section PROFESSIONAL_DEVELOPMENT_ARTICLE.PURPOSE_SECTION – Purpose | |
| 4 | <p>The University recognizes that adequate supporting services are necessary for effective scholarship and professional development. All GAs are encouraged to participate in activities that enhance their professional development.</p> <p>In order to support scholarship and professional development the University shall fund a multifaceted GA Development Program that reflects both the need for members to fulfill the tasks of scholarly and scientific research, writing, teaching, scholarship, service, and all other aspects of the Mission of the University. This program will fund related activities, including but not limited to travel, hotel expenses, registration fees, child care during travel, and other expenses required to attend conferences; research, including acquisition of specialized equipment (such as laboratory or art supplies); workshops and trainings; professional organization fees and professional licensure or certification requirements; subscriptions and books; submission fees; and other job-related professional development opportunities. GEU will administer the program, with oversight from applicable supervisors and OAA. All GAs will be eligible to apply for and receive funds through this program.</p> | | <p>The University recognizes that adequate supporting services are necessary for effective scholarship and professional development. All GAs are encouraged to participate in activities that enhance their professional development.</p> <p>In order to support scholarship and professional development the University shall fund a multifaceted GA Development Program that reflects both the need for members to fulfill the tasks of scholarly and scientific research, writing, teaching, scholarship, service, and all other aspects of the Mission of the University. This program will fund related activities, including but not limited to travel, hotel expenses, registration fees, child care during travel, and other expenses required to attend conferences; research, including acquisition of specialized equipment (such as laboratory or art supplies); workshops and trainings; professional organization fees and professional licensure or certification requirements; subscriptions and books; submission fees; and other job-related professional development opportunities. GEU will administer the program, with oversight from applicable supervisors and OAA. All GAs will be eligible to apply for and receive funds through this program.</p> | Conceded on professional development. We have a desire to acknowledge the importance of professional development independent of tuition remission to GAs and PSU, but want to focus our discussions towards other means of impact. |
| 5 | Section PROFESSIONAL_DEVELOPMENT_ARTICLE.FUNDING_AND_ALLOCATION_SECTION – Funding and Allocation | | Section PROFESSIONAL_DEVELOPMENT_ARTICLE.FUNDING_AND_ALLOCATION_SECTION – Funding and Allocation | |
| 6 | The fund for professional development shall be \$200,000 per fiscal year. If, at the end of a given fiscal year, all available Professional Development funds are not | | The fund for professional development shall be \$200,000 per fiscal year. If, at the end of a given fiscal year, all available Professional Development funds are not | |

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| | <p>expended, they will be carried over and available for use during the next fiscal year.</p> <p>Funding allocation will be prioritized for GAs who have not previously received funding through this article or have previously received funding fewer times than other applicants. Preference will be given to applicants presenting, performing, or conducting primary research in their respective fields. Grants of professional development funds are limited to \$2,000 per eligible member per year. Funding allocations will be based on application budgets, and funds will be disbursed before initial expenditures laid out in the application timeline.</p> | | <p>expended, they will be carried over and available for use during the next fiscal year.</p> <p>Funding allocation will be prioritized for GAs who have not previously received funding through this article or have previously received funding fewer times than other applicants. Preference will be given to applicants presenting, performing, or conducting primary research in their respective fields. Grants of professional development funds are limited to \$2,000 per eligible member per year. Funding allocations will be based on application budgets, and funds will be disbursed before initial expenditures laid out in the application timeline.</p> | |
| 7 | <p>Section PROFESSIONAL_DEVELOPMENT_ARTICLE.APPLIC ATION_AND_APPROVAL_SECTION – Application and Approval Process</p> | | <p>Section PROFESSIONAL_DEVELOPMENT_ARTICLE.APPLIC ATION_AND_APPROVAL_SECTION – Application and Approval Process</p> | |
| 8 | <p>Applications will be completed by GAs, and include a budget and timeline for expenditures. Applications will be approved by the supervisor or designee and GEU, then forwarded to the Office of Academic Affairs for review. GEU representatives may elect to meet with a decision maker at OAA to make collaborative decisions about funding allocation.</p> <p>Application for the Professional Development funds is contained in _____.</p> | | <p>Applications will be completed by GAs, and include a budget and timeline for expenditures. Applications will be approved by the supervisor or designee and GEU, then forwarded to the Office of Academic Affairs for review. GEU representatives may elect to meet with a decision maker at OAA to make collaborative decisions about funding allocation.</p> <p>Application for the Professional Development funds is contained in _____.</p> | |