

Black text – original

Orange text – OTAAUP suggested additions

Orange strikethrough—OTAAUP suggested deletions

## Article ~~11X~~**11**: Professional Development

**Section 1.** Oregon Tech and the Association support continuing professional development for members in teaching, scholarship, service and other job-related professional development opportunities. **Bargaining unit** members are encouraged to participate in activities that enhance their professional development.

Oregon Tech agrees to support professional development of bargaining unit members by allowing for the reasonable absence from assigned duties to participate in professional development activities, provided that the bargaining unit member requests and receives approval for such absence from their Department Chairs or appropriate administrative officer in advance.

~~For each academic year under this Agreement, Oregon Tech will allocate a minimum of \$150,000 as a pool of funds to promote the professional development of bargaining unit members. The allocation to the professional development pool of funds each academic year is budget-dependent, and the pool of funds may increase or decrease from academic year to academic year. In the event Oregon Tech increases or decreases the minimum allocation for an academic year, Oregon Tech shall notify OT-AAUP of the amount to be allocated by no later than August 15. There shall be no carryover from one academic year to another of any allocated pool of funds that are not used by the end of an academic year.~~

~~These funds will be allocated to each department based on the discretion of the College Dean, or University Librarian for librarian faculty. When available, professional development funds are allocated to the bargaining unit member's department no later than the start of the academic year. Professional development funds are awarded competitively at the discretion of the department chairperson or appropriate administrative officer with the College Dean's or Provost's approval. Every college will have procedures and criteria for applying for and awarding available professional development funds. Priority for professional development funds may be given to bargaining unit members for whom such funds aid in their preparations for consideration for tenure, or meet other program, department, college, or university goals or strategic priorities as established by the program or college.~~

~~In all cases where a bargaining unit member is awarded professional development funds following the above approval procedure, the bargaining unit member must follow established Oregon Tech policies and procedures for institutional expenditures. Professional development funds remain Oregon Tech property while being available for use by the College Dean consistent with the guidelines established in the awarding of the professional development funds.~~

**Section 2.** Individual Professional Development Accounts (IPDAs) shall be maintained and funded as provided in this ~~Article section~~ **for all bargaining unit members, excluding visiting instructors**. A **bargaining unit** member may utilize funds in an IPDA for activities that support their job-related professional development. The use of IPDA funds is subject to the pre-approval of the **bargaining**

\*Oregon Tech reserves the right to add to, modify, or amend proposals during negotiations.

**2025 OT/OTAAUP Negotiations**  
**Oregon Tech Counter \***  
**July 10, 2025**

unit member's supervisor and to all applicable University policies and procedures regarding the appropriate use and documentation of University expenditures. Examples of such use could include, but are not limited to, travel for the presentation of scholarly work, conference tuition and/or fees and travel, professional organization fees, professional licensure or certification requirements, acquisition of specialized equipment (such as laboratory or art supplies), ~~tuition and/or fees~~, subscriptions and books, scholarly journal submission fees, and relevant training and continuing education opportunities.

~~Unused funds in an IPDA shall automatically roll over at the end of each year, with unused rollover funds expiring after three years. A member who transfers within the University to another position in the bargaining unit will not lose access to accumulated IPDA funds as a result of the transfer. All bargaining unit members shall receive two thousand dollars (\$2,000) \$3,000 per academic year in their IPDA.~~

**Section 3.** Bargaining unit members may select one of the following professional development funding options. Selections are made at the time of the Faculty Opportunity Plan (FOP) submission and will remain in effect for a three-year cycle beginning fiscal year 2025-2026 (for faculty who complete a first time FOP after this date, the three-year cycle will begin with the first FOP submitted). Bargaining unit members will indicate in their FOP which year they intend to use the funds to assist with budget planning; however, the University will allow flexibility to adjust the year due to unforeseen circumstances. Funds will be tracked individually and administered in accordance with institutional budget oversight procedures.

**Option 1:** An annual allocation of up to \$1,500 per year in general professional development funding.

**Option 2:** A biennial allocation of up to \$2,250 every other year in general professional development funding, with funding occurring in year 1 and year 3 of each 3-year cycle.

**Option 3:** A triennial allocation of up to \$4,500 once every three years in general professional development funding.

Only at the end of the three-year cycle may bargaining unit members request a change in the funding option they have already chosen.

**Section 4.** In addition, each bargaining unit member will receive up to \$250 per fiscal year for professional memberships as related and required by their primary academic discipline. These membership funds are limited to professional association dues related to their primary academic discipline and may not be used for conference registrations or other development activities.

**Section 5.** Regardless of the option selected in Section 3, above, the total amount of professional development funds provided to a bargaining unit member may not exceed \$5,250 within any three-year cycle. This total includes both professional development funds and membership support. Once this cap is reached, no additional funds may be provided.

**\*Oregon Tech reserves the right to add to, modify, or amend proposals during negotiations.**

**2025 OT/OTAAUP Negotiations**  
**Oregon Tech Counter \***  
**July 10, 2025**

Funds shall not roll over from year to year and must be used within the fiscal year that the bargaining unit member chooses during the FOP process. Funds are not transferable to other bargaining unit members or university employees, nor may they be used for salaries.

All reimbursements are subject to applicable institutional policies and documentation requirements.

**Section 6.** Considering the three-year cycle identified in Section 3, above, and the term of this Agreement, the Association agrees to waive its right to negotiate over professional development funds and membership support provided during the first year of any successor agreement.

~~In no instance may professional development funds be used for salaries.~~

\*Oregon Tech reserves the right to add to, modify, or amend proposals during negotiations.