

Black text – original

Orange text – OTAAUP suggested additions

Orange strikethrough—OTAAUP suggested deletions

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

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.

Individual Professional Development Accounts (IPDAs) shall be maintained and funded as provided in this Article section. 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 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.~~

Bargaining unit members will have the option to choose one of the following IPDAs disbursement schedules, which they must determine during at the time of their Faculty Objective Plan (FOP) that is after ratification of this Agreement:

1. \$4,500 every three years
2. \$3,000 every other year
3. \$1,500 annually

Failure to select an IDPA disbursement schedule will result in Oregon Tech applying the default IPDA of \$1,500 annually.

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2025 OT/OTAAUP Negotiations
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June 26, 2025

The selection will be tracked on an individual basis and must align with the chosen FOP cycle. Regardless of the option selected, no faculty member may receive more than \$4,500 within any three-year rolling period.

Unused funds will not roll over from year to year. This policy is designed to provide flexibility while maintaining fiscal responsibility and equitable access to professional development resources.

~~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.~~

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

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