

ARTICLE 19. Professional Development & Career Counseling

Section 19.1.

A reasonable portion of paid work time shall be allocated to professional development activities.

Section 19.2.

The University will provide access to professional development and/or career counseling programs to Postdoctoral Scholars. The topics of these programs, which are determined by the University, may be similar in nature to those currently available and address development for careers both in and outside of Academia. Professional development services available through the Career and Internship Center and the Graduate School will also be available to Postdoctoral Scholars.

Section 19.3.

Nothing will preclude the University from enhancing the professional development and/or career counseling programs or the professional development lectures/workshops provided to Postdoctoral Scholars.

Section 19.4.

Postdoctoral Scholars may request to take part in professional development activities, including but not limited to conferences, career fairs, courses and workshops. These activities must be authorized in advance by the supervisor and the department with appropriate funding sources identified. Subject to available funding, the University shall cover allowable and approved expenses. For Postdoctoral Scholars who have extramural or designated fund allowances, these funds shall be used before and/or with University resources.

Section 19.5.

To enhance the professional development opportunities available to Postdoctoral Scholars, the Employer will provide 3.0 FTE appointments/assignments. The University and the Union shall jointly agree upon the employees to be appointed. The duties for the appointments shall be jointly agreed upon, and shall minimally include:

- A. Coordinating peer-led group programming for professional development that is tailored to a variety of career paths, and that provides opportunities for collaboratively workshopping and receiving direct feedback on professional skills/materials;
- B. Providing one-on-one professional development support for Postdoctoral Scholars, including support for identifying career options, developing and improving professional skills/materials, and identifying secondary mentors;
- C. Tracking progress of and continued needs for professional development support, and modifying future work accordingly.

The duties may also include supporting past and current Office of Postdoctoral Affairs programs and seeking additional funding for and implementation of new professional development programs. The programs developed through these appointments may also be made available to other early career researchers. The University and the Union shall meet at least annually to jointly discuss how to best adapt and improve this work on an ongoing basis.