

ARTICLE 20
PROFESSIONAL DEVELOPMENT & CAREER COUNSELING

- A.** The University and the UAW agree that the nature of a Postdoctoral Scholar appointment is a non-career academic mentored research training position of a limited duration. As such, the parties agree that adequate opportunities for professional development are essential and that a reasonable portion of paid work time will be allocated to professional development activities.
- B.** The University will continue to provide access to professional development and/or career counseling programs available to Postdoctoral Scholars at each campus.
- C.** The University will continue to provide the same types of campus professional development lectures/workshops specific to the needs of Postdoctoral Scholars that were in effect as of the ratification of this agreement.
- D.** 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.
- E.** The planning of the Postdoctoral Scholar's professional development and career goals should be described in an Individual Development Plan under the provisions of Article 9, including but not limited to attending conferences, career fairs, and workshops. When funding is available for professional development activities, the University shall cover expenses including but not limited to registration fees, travel expenses, and other costs, provided the activities are outlined in an IDP and approved by the supervisor. For postdoctoral scholar fellows (3253) and paid directs (3254) who have extramural fund allowances, these funds may be used before University resources, at the University's discretion.