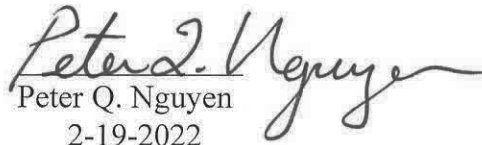


For the University



Nadine B. Fishel



Peter Q. Nguyen

2-19-2022

ARTICLE 20

PROFESSIONAL DEVELOPMENT & INDIVIDUAL DEVELOPMENT PLANS

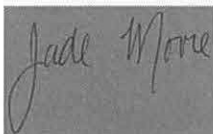
PROFESSIONAL DEVELOPMENT

- 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. **Such programs may include, but not be limited to, writing workshops, international scholar workshops, and transitioning to academic and professional careers.**
- 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 **Section B below** 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.

For the Union: 2/21/22



Bradford A. Barker



Michael J. Miller
(Signature)

