ARTICLE 24
FACULTY DEVELOPMENT

For the period July 1, 2013 through June 30, 2014, Article 24 as established in the 2010-2013 Collective Bargaining Agreement will be applicable. Effective July 1, 2014, Article 24 and Memorandum of Understanding Nos. 5 and 14, as they existed in the 2010-2013 Collective Bargaining Agreement, will be void and the following language becomes applicable.

24.1 The Role of the University in Professional Development of Faculty.
The purpose of faculty development programs and opportunities is to improve the quality of the teaching, service, scholarship and leadership throughout the University by assisting and inspiring Faculty to reach their full potential.

A successful faculty development approach will support institutional priorities as well as those that are unique to individuals, academic programs, and colleges. As a means toward these stated goals, the AAUP and the University encourage Faculty participation in activities sponsored by professional organizations, including, but not limited to: attending, or presenting papers, or moderating panels at professional conferences and meetings; membership and active participation in professional organizations related to an individual Faculty’s discipline; adapting to changing technologies and new pedagogical developments; participating in general meetings, seminars, and workshops that support faculty development goals; and attending or participating in performances, exhibitions, or other events in support of professional development.

Of critical importance to all is that the engagement in faculty development endeavors result in qualitative enrichment of the individual, the unit, and ultimately the University.

24.2 Distribution of College Faculty Development Funds.
Consistent with criteria, guidelines and policies developed by the Provost’s office, each College will establish a committee to review, approve or reject, and distribute monies for the awards described under Article 24.3.1. Each committee shall be composed of an equal number of administrators or other persons appointed by the Dean and Faculty Members elected by the Faculty Members of the
College. In the event of a tie vote on a particular application, the Dean will make the final decision on the disposition of that application.

24.2.1 Library Faculty Library Faculty from all colleges and from University Libraries shall compose a single College, and the role of Academic Unit Head shall be filled by the appropriate Library Administrator.

24.3 Professional Development Award Types.
The University shall provide funding under this Article to support the following types of faculty development.

24.3.1 Awards Evaluated at College Level.

A. Discipline-Based Opportunities Fast Track
This award is for expenses related to any conference (to participate, present, moderate or attend), event, or opportunity, at the local, state, regional, national, or international level, in support of a Faculty Member’s professional development for requested amounts of $2,500 or less. Applications under this subsection must come to the College with prior approval from the applicant’s academic unit. Applications cannot precede the activity in question by more than six (6) months. There is a maximum of one (1) funded application per Faculty Member per academic year under this subsection.

B. Hardware, Software and Other Supporting Materials for Professional Development Fast Track
This award provides funding for hardware and/or software purchases or other supporting materials which support professional development for requested support amounts of $500 or less. Applications under this subsection must come to the College with prior approval from the applicant’s academic unit. There is a maximum of one (1) funded application per Faculty Member per academic year under this subsection.

C. Disciplinary or Extra-disciplinary Professional Development Opportunities: Full Review
For expenses related to any conference (to participate, present, moderate or attend), event, or opportunity, at the local, state, regional, national, or international level, in support
of a Faculty Member’s professional development for requested amounts of more than $2,500. Applications may also be made under this subsection for events which aid in the development of knowledge, skills, and abilities associated with extra-discipline learning and training to support professional development of an individual’s teaching, leadership, or scholarly activity. The maximum amount of this award is $4,000. Applications under this subsection must come to the College with prior approval from the applicant’s academic unit. There is a maximum of one (1) funded application per Faculty Member per academic year under this subsection.

24.3.2 Awards Evaluated at Provost Level.

A. Collaborative or Interdisciplinary Professional Development Awards.
Applications receiving awards under this section are for Faculty teams leading projects including, but not limited to, innovation and implementation of University, college, or Academic Unit strategies. These projects may involve collaborations with external or internal agencies, organizations, student groups, or individuals. The primary benefit or outcome must be faculty development, and the primary beneficiaries must be Faculty Members and the University. The maximum amount of this type of award is $20,000 for a maximum of one funded application per team or project per year.

B. Group Professional Development Awards.
For the purposes of this type of award, a group may be an Academic Unit, a Faculty program to implement UC strategies, a Faculty task force or committee, or any appointed or elected group of Faculty whose purpose is to provide professional development to Faculty for teaching, scholarship, or leadership. Groups have the option of contracting with Universal Providers or other internal or external providers of skills and knowledge in support of professional development. The primary benefit or outcome must be faculty development, and the primary beneficiaries must be Faculty Members and the University. The maximum amount of this type of award is $20,000 for a maximum of one funded application per unit per year.
24.3.3 Universal Provider Professional Development Opportunities.
As part of its comprehensive faculty development approach, the University shall provide faculty development programs through all-university access programming organized by Universal Providers. Universal Providers are university-established initiatives or agencies including, but not limited to, Instructional Research and Computing (IRC), the Center for Enhancement of Teaching & Learning (CETL), the University of Cincinnati Libraries, or agencies established at branch campuses. No funding for the regular fiscal operating budget of these units, including but not limited to salaries, is provided by the monies allocated under this Article.

Funding for Universal Providers shall be separate from the funding identified in section 24.6 and 24.7 below and shall be no less than $225,000 in each of the latter two years of this Agreement.

24.4 Funding Restrictions and Intended Use.
The monies allocated under this Article are not a substitute for University investment in its basic academic infrastructure, and nothing in this Article shall be construed to imply that the University’s financial commitments under Article 30 (“Institutional Responsibilities”) are fulfilled by this Article, or that funds for basic academic infrastructure referenced in Article 30 should be used in order to fund activities described in this Article.

24.5 Unspent Award Monies.
Any professional development funds under this Article that remain undistributed at the end of each contract year will be returned to the Provost’s office to be used at the Provost’s discretion on other faculty development endeavors. Any unspent money under this Article at the end of the 2013-2014 academic year will be returned to the Provost’s office for similar purposes.

The University shall provide not less than $500,000 in each of the last two years of this contract to be allocated toward awards as described in Article 24.3. In each of those years, $80,000 of those funds will be used for awards handled by the Provost under section 24.3.2 above. The remainder will be distributed to each college on
a pro-rata basis based on the number of full-time bargaining unit members each college has as of August 15 of that year.

24.7 **Funding for Additional Faculty Development Endeavors.**
In each of the last two years of this contract, $275,000 will be allocated for additional faculty development endeavors to be identified and funded at the complete discretion of the Provost, with input from the Faculty Senate.

24.8 **Reporting.**
For the latter two years of this agreement, by August 15 of each year, the Provost’s office will provide a report to the AAUP summarizing the funding of awards and other endeavors under this Article for the previous academic year. Such reports will include, at a minimum, the name of the faculty member funded, his/her department and college, the type of award funded, and the amount awarded.

24.9 **Appeals.**
Decisions to fund or not fund applications under this Article are not grievable.

24.10 **Implementation.**
The Provost’s office will have criteria, guidelines and policies under this Article developed and distributed to the colleges and faculty no later than August 15, 2014.