

ARTICLE XX. PROFESSIONAL DEVELOPMENT  
UNIVERSITY Proposal June 4, 2026

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PROFESSIONAL DEVELOPMENT

Section A. An Employee's School, Department or Program may provide funding support for professional development opportunities where feasible and justified, subject to the approval of the Employee's supervisor.

1. These funds may be used with prior authorization for job-related expenses, including travel expenses; fees for conferences or memberships to professional organizations; and purchases such as books, journals, hardware, or software;
2. Any funds that departments, programs, or Schools make available to Employees for course-related expenses (class materials, refreshments, field trips, guest speaker honoraria, etc.) shall not be reckoned as part of the professional development funds that an Employee may receive.

Section B. Access to Professional Development Activities.

1. Employees shall have access to professional development activities which include, but are not limited to, HILT, Derek Bok Center, Instructional Moves, , Nature Masterclasses, FAS Office of Postdoctoral Affairs, HMS & HSDM Office for Postdoctoral Affairs, and the Center for Workforce Development, based on their position and School.
2. Employees shall have access to job application assistance and workshops provided by the FAS Office of Postdoctoral Affairs, the HMS & HSDM Office for Postdoctoral Affairs, and the Center for Workforce Development, based on their position and School.

Section C. Research Employees are responsible for arranging an annual meeting with their supervisor to review and develop their Individual Development Plan, and supervisors shall make themselves reasonably available for such meetings.

Section D. Current Practice

Any policies or past practices for the granting or dispersal of funds for travel support and other professional development opportunities to Employees that are currently in place by academic units may remain in place, unless superseded by, or in conflict with, another part of this Agreement.