University
10-30-26

ARTICLE XX.
PROFESSIONAL STANDING

Section A. The University recognizes that members of the bargaining unit in many cases have qualifications, academic interests, and professional service responsibilities that extend beyond the defined roles of their positions within the University. However, the parties understand that this Agreement is limited to matters affecting their particular classification as a University employee. For example, while many Employees in the unit who are hired and retained to perform teaching functions may have research and other scholarly interests, those activities are not encompassed by this Agreement~~.~~, except inasmuch as they may be supported by ARTICLE XX. PROFESSIONAL DEVELOPMENT.

However, while not required by this Agreement, nothing shall preclude a department, program or academic unit from supporting the academic interests and professional pursuits of an Employee even if not directly related to the requirements of the position held by the Employee. This may include but not be limited to assistance when such Employee is applying for outside professional development opportunities; mention of the Employee's academic interests and background in any public-facing websites; and other public recognition of the Employee's professional accomplishments.

Section B. Issues surrounding the advising of undergraduate theses and the composition of graduate dissertation committees are matters of academic policy set by the University and may be amended from time to time. Any potential involvement of bargaining unit Employees on such matters will be defined by such policies. In accordance with such policies, an Employee shall not be denied consideration to be appointed as a member of such committees simply because of their status as a bargaining unit member. ~~These policies shall not arbitrarily exclude Employees from participating in such activities when they are deemed qualified to do so by the relevant department(s) or program(s).~~

Section C. Teaching Mobility
An Employee based in one department or unit will normally be permitted to teach in another department or unit with the consent of the two department or unit heads, consent of the two divisions, and provided there is budgetary approval for both positions.

Section D. Professional Opportunity
The University sponsors or coordinates a number of internal funding opportunities for which members of this Unit may be eligible. While members of this Unit shall not be arbitrarily excluded

from University funding and professional development opportunities offered to other Employees with similar qualifications, the Union recognizes that the University sponsors a number of funding opportunities narrowly targeted for the professional development of tenured, tenure-track, and supervisory employees. HAW Employees may benefit from applying to internal funding opportunities for which they are eligible.