

Faculty Alliance of Miami, AAUP-AFT Proposal to Miami University

January 31, 2024

Professional Development Funds

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7 X.1. Professional development is a way for bargaining unit members to improve their work in
8 teaching, scholarship, and/or public engagement in order to fulfill Miami University's
9 mission.
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11 X.2. Miami University will support professional development by allowing for absence from
12 job duties to participate in professional development activities.
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14 X.3. Professional development funds are not a substitute for University investment in its basic
15 academic infrastructure, and nothing in this proposal shall be construed to imply that the
16 University's financial commitments are fulfilled by this proposal, or that funds for basic
17 academic infrastructure should be used in order to fund activities described in this
18 proposal.
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20 X.4. Each division must spend/allocate at minimum annually an amount of Professional
21 Development funds/expenditures that is equal to or more the amount of [total bargaining
22 unit members in division x \$3000]. Funds associated with endowed positions do not
23 count toward this amount. Funds will reside in each department and will not expire, and
24 the university cannot reclaim or scrape back these funds.
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26 X.5. At the end of each academic year, the Administration will provide FAM with a full list of
27 all professional development funds distributed/allocated to each member.
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29 X.6. Bargaining unit members are not precluded from receiving additional professional
30 development funds through their department or other sources.
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32 X.7. Each department will create policies and procedures establishing criteria governing the
33 distribution of any budgeted professional development funds, including decision-making
34 process and/or any application for professional development funds that are awarded
35 competitively. No unit member shall be excluded from receiving funds to support their
36 professional development. These departmental policies and procedures must be
37 developed in consultation with and agreed to by the academic unit members, and shall

- 38 consider prioritizing unit members for whom such funds aid in their preparation for
39 promotion or tenure.
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- 41 X.8. Bargaining unit members shall not be held accountable in evaluative decisions for the
42 failure to participate in professional development related activities for which funding was
43 required but unavailable or denied.
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- 45 X.9. Startup funds negotiated upon appointment are not considered professional development
46 funds.
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- 48 X.10. The University will continue to offer additional opportunities to earn professional
49 development funds beyond those listed in X.4 above.
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- 51 X.11. Any professional development funds (X.4) and those awarded by additional opportunities
52 (X.12) by bargaining unit members shall not expire, nor will the university reclaim or
53 scrape back these funds.
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- 55 X.12. The University will notify FAM of any additional professional development opportunities
56 prior to or as these opportunities are made available.