

ARTICLE XX. PROFESSIONAL DEVELOPMENT

HAW Counter Proposal June 22, 2026

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PROFESSIONAL DEVELOPMENT

~~Section A. The Corporation recognizes that access to, support of, and recognition of participation in professional development activities is vital to the professional and personal growth of Employees, and also advances the academic programs and mission of the Corporation. The Corporation shall maintain support for training and professional development for Employees. Nothing in this Agreement shall preclude the Corporation from enhancing the training and professional development opportunities provided to Employees.~~

~~The Corporation shall offer Employees training and professional development opportunities in research, teaching, mentorship, and job applications to prepare them for future careers at Harvard, other institutions of higher learning, or outside of academia.~~

Section A. The Corporation shall provide each full-time Employee with a Professional Development Account (PDA) with an annual budget of at least \$4000 a year. Unused PDA funds roll over and may be used by the Employee in subsequent years. An Employee's School, Department or Program may provide further funding support for professional development opportunities where feasible and justified, subject to the approval of the Employee's supervisor. ~~The Corporation shall provide each full-time Employee with a Professional Development Account (PDA) with an annual budget of at least \$4000 a year. Unused PDA funds roll over and may be used by the Employee in subsequent years.~~

1. ~~These~~ Guaranteed PDA funds may be used without ~~without~~ prior authorization for ~~job-related research- and teaching- related~~ ~~research- and teaching- related travel~~ expenses, including travel expenses; fees for conferences or memberships to professional organizations; ~~and~~ purchases such as books, journals, hardware, or software; ~~and~~ ~~childcare to support professional activities~~ ~~childcare to support professional activities.~~
2. Employees may use PDA funds for other purposes with prior authorization from the Employee's department or divisional administrator. Such authorization shall not be unreasonably denied. ~~Employees may use PDA funds for other purposes with prior authorization from the Employee's department or divisional administrator. Such authorization shall not be unreasonably denied.~~
3. 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 guaranteed annual professional development allowance ~~allowance funds that an Employee may receive.~~

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4. Part-time employees shall receive an annual PDA balance proportional to their FTE.
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Section B. ~~Equal~~ Access to Professional Development Activities.

The Corporation shall not arbitrarily restrict Employees from professional development and funding opportunities at the University.

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1. Employees shall have ~~equal access (including notification and invitation to attend)~~ with ~~tenure-track faculty~~ to all all professional development activities for which they are reasonably qualified which include, but are not limited to, Office of the Senior Vice Provost for Faculty Development & Diversity, ~~Office of the Senior Vice Provost for Faculty Development & Diversity~~, HILT, Derek Bok Center, Instructional Moves, HMS/HSDM Leadership Development Course for Physicians and Scientists, ~~HMS/HSDM Leadership Development Course for Physicians and Scientists~~, 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 ~~courses and distance learning workshops or seminars that are provided by the University;~~
2. Employees shall have access to job application assistance and workshops provided by the FAS Office of Postdoctoral Affairs, ~~or~~ the HMS & HSDM Office for Postdoctoral Affairs, and the Center for Workforce Development, based on their position and School.

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

~~Upon request of a research Employee, supervisors of research Employees shall meet once per year to review and create an Individual Development Plan.~~

Section D. Lecturers and Associate Senior Lecturers shall receive one (1) course release every four (4) years for the purpose of curricular development with no reduction in pay.

~~Section E. Lecturers and Associate Senior Lecturers shall receive one (1) course release every four (4) years for the purpose of curricular development with no reduction in pay.~~

Section E. Unpaid Professional Development Leave

Employees on multi-year or continuing appointments who secure outside funding or another professional opportunity shall receive an unpaid work release for one semester or a full calendar

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year, and return to their position afterwards without prejudice. Employees shall continue to receive subsidized benefits during such leaves unless they elect to forego their Harvard benefits.

Section F. Unpaid Professional Development Leave

~~Employees on multi-year or continuing appointments who secure outside funding or another professional opportunity shall receive an unpaid work release for one semester or a full calendar year, and return to their position afterwards without prejudice. Employees shall continue to receive subsidized benefits during such leaves unless they elect to forego their Harvard benefits.~~

Section ~~FG~~. 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 shall ~~may~~ ~~shall~~ remain in place, unless superseded by ~~, or in conflict with,~~ another part of this Agreement.