Working from the Corporation's proposal dated September 18, 2026.

This is part of an economic package proposal with the following HAW counter proposals presented on September 25:

- **PAID LEAVES**
- **VISA PROCESSING & RENEWAL**
- **PUBLIC SERVICE LOAN FORGIVENESS**
- **RELOCATION**
- **PARKING & TRANSIT**
- **RETIREMENT**
- **HOUSING**

As well as the following counter proposals presented on October 5:

- **COMPENSATION**
- **RETIREE BENEFITS**
- **HEALTH BENEFITS**
- **FAMILY SUPPORT**

ARTICLE XX.
PROFESSIONAL DEVELOPMENT

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 and the provisions of this Agreement. While nothing shall preclude Schools, Departments, or Programs from granting additional professional development funds at any time, Employees shall be informed on an annual basis the minimum professional development funding available to them.

1. These ~~Guaranteed PDA~~ funds may be used with~~out~~ prior authorization for job-related ~~research- and teaching- related~~ 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. ~~and childcare to support professional activities.~~ Authorization for such expenses shall not be unreasonably denied, and prior authorization for such expenses may be waived at the discretion of the School, Department, or Program.

~~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.~~

~~3.~~ 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 ~~guaranteed~~ professional development ~~allowance~~ funds that an Employee may receive.

4. ~~Part-time employees shall receive an annual PDA balance proportional to their FTE.~~

Section B. Access to Professional Development Activities.

~~The Corporation shall not arbitrarily restrict Employees from professional development and funding opportunities:~~

1. Employees shall have access to ~~all~~ professional development activities which include, but are not limited to, 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, 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 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.

Section D. Professional Development Funds for Researchers and Staff

1. Each Research and Staff Employee with a full-time appointment shall be eligible for an annual allowance of at least $2,000 per fiscal year to be used to support such Employee's professional development.

2. Such Employees may use their allowance to fund professional development and continuing education opportunities related to their job such as conference and

related travel expenses, courses, training materials, lab supplies, and relevant professional memberships.

3. Employees will comply with any applicable School policies regarding administration and procedures regarding professional development funds.

4. Funding provided by the Employee's supervisor (e.g. travel funding from grants), department, hiring unit, or School are counted toward this minimal allowance. Nothing precludes the Employee's supervisor, department, hiring unit, or School from providing the Employee professional development support beyond this allowances minimum at their respective discretion.

5. Any funds not spent by the Employee in a given fiscal year will revert to the source of the allowance.

Section ~~D~~E. Professional Development Funds for Teaching Faculty

6. ~~After completion of one year of full-time service,~~e Each Instructional Employee ~~Lecturer (of any designation), College Fellow and Associate Senior Lecturer~~ with a full-time appointment shall be eligible for an annual allowance of $~~1~~ 4,000 per fiscal year from the School to be used to support such Employee's professional development.

7. Such Employees may use their allowance to fund professional development and continuing education opportunities related to their ~~required~~ job ~~functions,~~ such as conference and related travel expenses, courses, training materials and relevant professional memberships.

8. It is provided, however, that if an Employee receives funds from their department for such professional development, such amount will be deducted from the $~~1~~ 4000 per year to be given by the School. If they do not receive any such funds from their department, then the School will provide up to the full $~~1~~ 4000 per fiscal year. Departments are obligated to report any money expended on professional development for Lecturers, College Fellows and Associate Senior Lecturers to the School in a time frame to be established by each School.

9. Any funds not spent by the Employee in a given fiscal year will revert to the School's general fund.

10. Employees will comply with any applicable School policies regarding administration and procedures regarding professional development funds.

Section F. Lecturers II/III and Associate Senior Lecturers shall receive one (1) course release during their five (5)-year contract, for the purpose of curricular development with no reduction in pay. Employees may offer their preference for the timing of this release to their supervisor at any time, and Employee preferences will be considered in good faith. However, the timing of such releases will ultimately be at the discretion of the Department or Program.

~~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 G. 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.

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Section ~~F~~ H. 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~~ remain in place, unless superseded by, or in conflict with, another part of this Agreement.