

## ARTICLE 25

### PROFESSIONAL DEVELOPMENT

- 25.1 Professional development opportunities shall include:
- a. a fee waiver program;
  - b. sabbatical leaves;
  - c. difference in pay leaves;
  - d. professional leaves without pay;
  - e. short-term absence with pay for approved conferences, workshops, and other professional meetings;
  - f. faculty exchange programs within and outside the CSU;
  - g. administrative intern programs;
  - h. reduction in assigned Weighted Units or other work responsibilities to pursue scholarly activities, training or retraining of benefit to the CSU;
  - i. specialized work schedules to pursue scholarly activities, training or retraining of benefit to the CSU; and
  - j. assignment to a reduced teaching load pursuant to Article 20, Assignment of Responsibility, Workload, and Schedules, of this Agreement.
- 25.2 Application procedures by which an eligible faculty unit employee may request a professional development opportunity shall be determined by the President, except when such procedures are provided elsewhere in this Agreement.
- 25.3 A faculty unit employee who meets the eligibility requirements of a specific program listed in provision 25.1 of this Article may request such a professional opportunity.

25.4 The President shall determine if the request for a professional development opportunity shall be granted and, if so, what costs, if any, shall be borne by the campus. The President may establish requirements that a faculty unit employee shall meet upon completion of a professional development opportunity. The faculty unit employee shall be notified in writing of the decision and such requirements, if any. A denial of the request for professional development opportunity shall include the reasons for such denial.