

Working from the Union's package proposal dated August 24, 2026.

This is a package proposal with the following University counter proposals:
WORKLOADS (8.31.26), ACADEMIC PROMOTIONS (8.31.26), TITLES &
CLASSIFICATIONS (8.31.26),

Union language: red

New University language: yellow

ARTICLE XX.
PROFESSIONAL STANDING

Section A. The ~~Corporation~~ 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.

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. ~~When research, creative work, or other professional service is a requirement or substantive preferential factor in hiring for a given position (for example, when a PhD is a required or preferred for a position), the Corporation will take reasonable measures to enable the Employee to continue their professional development in the research, creative, and/or other professional service work which qualified them for the defined roles of their University position, provided that this development does not interfere with the Employee's University responsibilities. Examples include, but are not limited to:~~

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- ~~1. An Employee's supervisor shall, upon request, make reasonable efforts to support an Employee's applications for outside professional development opportunities (for example, by providing letters of recommendation, if necessary).~~
- ~~2. An Employee's supervisor shall, upon request, make reasonable efforts to adjust an Employee's workload or schedule to accommodate professional development.~~
- ~~3. An Employee's department, program, lab, or facility shall, upon request, make reasonable efforts to adjust the Employee's public-facing profile on a department, program, lab, or facility website in accordance with the Employee's description of their broader professional activity.~~
- ~~4. An Employee's department, program, lab, or facility shall consider in good faith requests to sponsor events, publish news updates, or offer other public recognition of an Employee's professional accomplishments.~~
- ~~5. Subject to budgetary restrictions, an Employee's department, program, lab, or facility shall consider in good faith requests for financial support of an Employee's professional development beyond the provisions of ARTICLE XX. PROFESSIONAL DEVELOPMENT.~~

~~When research, creative work, or other professional service is a requirement or substantive preferential factor in hiring for a given position (for example, when a PhD is a required or preferred for a position), the Corporation bears a general obligation to take reasonable measures to enable the continued professional development of that Employee in the research, creative, and/or other professional service work which qualified them for the defined roles of their University position.~~

Section C. Issues surrounding the advising of undergraduate theses and the composition of graduate dissertation committees are matters of academic policy set by the **Corporation 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).~~ 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 D. Teaching Mobility

An Employee based in one department or unit ~~will may~~ normally be permitted to teach in another department or unit ~~provided there is~~ with the consent of the two department or unit heads and ~~provided there is~~ budgetary approval **decanal approval and that each department has sufficient**

allocated funds to support the Employee teaching in another department other than their home department..

Section F. Professional Opportunity

The ~~Corporation~~ 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 ~~Corporation~~ University sponsors a number of funding opportunities narrowly targeted for the professional development of tenured, ~~and~~ tenure-track, and supervisory employees. HAW Employees may benefit from applying to internal funding opportunities for which they are eligible.