

- 1 **UNIVERSITY OF OREGON MEDIATION PROPOSAL PACKAGE (3/25/2025)**
- 2 UNIVERSITY OF OREGON MEDIATION PROPOSAL PACKAGE (3/13/2025)
- 3 UNIVERSITY OF OREGON MEDIATION PROPOSAL PACKAGE (3/3/2025.v2)
- 4 UNIVERSITY OF OREGON MEDIATION PROPOSAL PACKAGE (3/3/2025)
- 5 UNITED ACADEMICS FINAL OFFER (2/25/2025)
- 6 UNITED ACADEMICS COUNTERPROPOSAL (11/21/2024)
- 7 UNIVERSITY OF OREGON COUNTERPROPOSAL (11/13/2024)
- 8 UNITED ACADEMICS COUNTERPROPOSAL (10/31/2024)
- 9 UNIVERSITY OF OREGON COUNTERPROPOSAL (8/26/2023)
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- 13 UNIVERSITY OF OREGON COUNTERPROPOSAL (5/23/2024)
- 14 UNITED ACADEMICS COUNTERPROPOSAL (5/2/2024)
- 15 UNIVERSITY OF OREGON COUNTERPROPOSAL (4/4/2024)
- 16 UNITED ACADEMICS PROPOSAL (3/14/2024)

Document Key

19 **UA new** | ~~UA deletion~~ | **UO new** | ~~UO deletion~~ | **Accepted** | ~~Deleted~~ | Status Quo | Restored

ARTICLE 17. ASSIGNMENT OF PROFESSIONAL RESPONSIBILITIES

23 **Preamble.** The University and the Union recognize that, given the diverse nature of the work
24 performed by bargaining unit faculty members, the varying types of appointments, and the needs
25 of the university, the weighting of assignments and the particulars of individual assignments will
26 vary both between and within units. The University and the Union also recognize that each
27 bargaining unit faculty member has the obligation to devote their best efforts to the university,
28 and particularly to students; to perform all duties with professionalism and diligence and in
29 accordance with the standards appropriate in AAU institutions; to act ethically and in compliance
30 with the accepted professional standards; to account for all money or property received; to use
31 money and property only for lawful purposes and in accordance with policy; to treat confidential
32 information as confidential; to cooperate with the university with regard to investigations, audits,
33 and legal proceedings; and to represent the university with professionalism.

35 **Section 1.** The faculty in each department or unit will maintain unit-level professional
36 responsibilities policies in accordance with Article 4. Assignment of professional responsibilities
37 may consist of some combination of instructional activities (including class preparation,
38 classroom teaching, evaluation of student work, advising and mentoring, and various forms of
39 communication with students); research, scholarship, and creative activity; service within the
40 department, school, college, institute, libraries, or the University; service to external
41 organizations or communities; and professional development activities.

43 **Section 2. Workloads.** A bargaining unit faculty member’s particular workload shall be
44 assigned in accordance with their position description and unit-level policy. Assignments shall
45 reflect:

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- 47 a. The instruction, research, and service needs of the university and its departments,
48 institutes, centers and other academic units;
49
50 b. The bargaining unit faculty member’s qualifications, ~~and~~ expertise, and potential to
51 acquire the appropriate expertise;
52
53 c. The bargaining unit faculty member’s evolving professional interests;
54
55 d. Generally accepted practices in the field; and
56
57 e. A realistic balance of duties consistent with the criteria for review.
58
59 f. Funding-contingent bargaining unit faculty members will not be assigned duties not
60 covered by their funding source(s). Evaluations will solely be on funded and assigned
61 duties.

62
63 ~~All Career instructional bargaining unit faculty members at 1.0 annualized FTE shall be assigned~~
64 ~~at least .2 FTE for professional development and service.~~

65
66 ~~All bargaining unit faculty members in instructional classifications and categories at 1.0~~
67 ~~annualized FTE shall be assigned at least 0.1 FTE for professional development. Bargaining unit~~
68 ~~faculty members teaching nine or more classes with 1.0 FTE shall have their course load reduced~~
69 ~~by one course to allow FTE for professional development.~~

70
71 ~~All bargaining unit faculty members in instructional classifications and categories at 1.0~~
72 ~~annualized FTE shall be assigned at least 0.1 FTE for service expectations.~~

73
74 **Section 3. Assignments.** The Office of the Provost shall be ultimately responsible, subject to
75 delegation, for the assignment of all bargaining unit faculty members’ professional
76 responsibilities.

77
78 Bargaining unit faculty members shall be afforded the opportunity to meet with their department
79 or unit head annually, before responsibilities are assigned, to discuss the bargaining unit faculty
80 member’s preferences regarding assignments for teaching, research/~~creative work~~, service and
81 other professional responsibilities as set forth in this Article, and the member’s anticipated
82 resource needs. At the bargaining unit faculty member’s request, their caregiving responsibilities
83 shall be considered in the scheduling of assignments.

84
85 The department or unit head may modify scheduled assignments, provided they discuss changes
86 with the bargaining unit faculty member before they are made and that changes are not made for
87 arbitrary or capricious reasons. Bargaining unit faculty members shall be given as much notice as
88 possible about potential changes to their scheduled assignments.

89
90 Bargaining unit faculty members may request ~~to adjust~~ adjustments to schedules or assignments,
91 ~~which shall not be unreasonably denied.~~

92

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93 **Section 4.** Each bargaining unit faculty member must be fully engaged in teaching,
94 research/~~creative work~~, and service work for the university to the extent of their appointment,
95 and must be engaged in work or reasonably available for work for the entirety of the term for
96 which the bargaining unit faculty member is employed unless on approved leave. ~~There is no~~
97 ~~expectation that a faculty member engage in service work for the University outside of their~~
98 ~~contract period, and A bargaining unit faculty member's election to not engage in service work~~
99 ~~outside of their contract period shall not be considered in the assessment and review of their~~
100 ~~performance.~~ Should a Career or Limited Duration faculty member choose not to engage in
101 service work outside of their appointment period, their reviews will not be negatively impacted.
102

103 **Section 5. Impact of Enrollment on Tenure-Track and Tenured and Career Faculty**
104 **Assignments.** In the event of course cancellation for insufficient enrollment:
105

106 ~~{Acceptance of lines 99-104 is contingent upon the administration accepting the Union's~~
107 ~~language in lines 129-132 on overload appointments}~~
108

- 109 a. The University will work with the affected faculty member to determine if it is possible
110 to replace the course assignment with an equivalent course assignment within the same
111 academic year. The assignment of an equivalent course pursuant to the Section shall not
112 be considered an overload assignment. ~~Except by mutual agreement, a bargaining unit or~~
113 ~~as the result of an unsuccessful development plan, TT faculty will not be expected to~~
114 ~~teach more than two courses (3-5 credit courses) in a term. and Career Except by mutual~~
115 ~~agreement, Except by mutual agreement, a Career faculty member will not be expected to~~
116 ~~teach more than three courses (3-5 credit courses) in a quarter term unless the faculty~~
117 ~~member agrees.~~
118
119 b. If it is not possible to replace the course assignment within the same academic year, the
120 department may provide an equivalent, alternative assignment ~~or combination of~~
121 ~~assignments~~ consistent with the department's workload policy. Examples of such work
122 include but are not limited to the following: advising; determining course equivalencies
123 for transfer credit; assessment projects; curriculum development; substitute teaching;
124 recruiting for study abroad programs; and course development for future years. The
125 equivalent, alternative assignment must be completed during the same term the canceled
126 course was scheduled.
127
128 c. If assignments cannot be made under (a) and (b) of this section, the bargaining unit
129 faculty member shall be assigned faculty-related work by the Dean's office.
130

131 **Section 6. Overloads.** An overload assignment is (1) an assignment that is in addition to the
132 bargaining unit faculty member's regular assignment and FTE status; (2) a one-time or limited
133 assignment, made or approved by the Office of the Provost, that is in addition to or different
134 from regular or usual assignments for the member's classification and rank; or (3) assignments
135 unrelated to the bargaining unit faculty member's primary job responsibilities. ~~;~~ ~~or (4) work~~
136 ~~normally completed by a GE~~
137

138 Overload appointments, except those with alternative compensation models, will be assigned an

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- 139 FTE percentage commensurate with normal workload duties and compensated accordingly.
140 Bargaining unit faculty members may request that overload compensation take the form of a
141 course release as follows: ~~when the~~
142 a. ~~When overload duties are completed in Fall or Winter, the course release must should be~~
143 ~~taken in the same academic year as the overload duties unless authorized by the Office of~~
144 ~~the Provost if practicable.~~
145 b. ~~When overload duties are completed in the Spring, the course release must should be~~
146 ~~taken the following Fall term unless authorized by the Office of the Provost. academic~~
147 ~~year. release, or within one year of the release.~~

148
149 No bargaining unit faculty member may be disciplined or terminated for refusing an overload
150 assignment.

151
152 Appointments for which compensation is paid, in whole or in part, with ~~sponsored federal~~ funds
153 may be ineligible for overload appointment or compensation.

154
155 ~~Section 7. Bargaining unit faculty members will be eligible to buy out courses with external~~
156 ~~grant funds or other research funds at the rate of 10% of their base salary.~~