

Memorandum of Understanding
between
University of Oregon
and
United Academics of the University of Oregon, AFT/AAUP, AFL-CIO
regarding
Unit Level Policy Development

This Memorandum of Understanding (“MOU”) is entered into by and between University of Oregon (“University”) and United Academics (“Union”), collectively referred to as “the parties.”

WHEREAS, in August 2022 the parties ratified a successor agreement where the Office of the Provost would require units to revise their policies; and

WHEREAS, the parties recognize the importance of a transparent and inclusive unit process for developing or revising unit policies, the value of clear and detailed approved policies to the success of the faculty, and the significant time and effort required for this endeavor; and

WHEREAS, the parties recognize the need to establish manageable timelines and expectations for policy development;

THEREFORE, the parties agree as follows:

Agreement 1. Policy Timelines. The timelines for revising policies under the CBA in Appendix 1 Implementation Agreements, Agreement 2: Unit-Level Policies, shall be revised as follows:

- Peer Review of Teaching: June 15, 2024;
- Professional Responsibilities: June 15, 2024;
- Career Faculty Review and Promotion: June 15, 2025;
- Tenured and Tenure-Track Review and Promotion: June 15, 2025;

Departments or units can continue to work on and submit policies ahead of this timeline if desired.

Agreement 2. School and College Policy Review Timelines. Departments or Units may not be required to submit their faculty-ratified policy for the Dean’s review in the respective academic year prior to the end of Winter term. However, Departments or Units should also not unreasonably defer their policy work and ought to remain cognizant that the later policies are submitted, the later they will be reviewed. Schools, Colleges, and the Office of the Provost will welcome and review any policies that come in earlier than required.

Agreement 3. Specific Policy Considerations.

- A. **Post-Tenure Review (PTR) Policy Segments.** Departments or Units wanting to develop or submit changes to the PTR segments of their *Tenured and Tenure-Track Review and Promotion* policy may do so in academic year 2023-24. Lacking other approved criteria, Departments or Units shall use Article 20, Section 38 Post-Tenure Review Criteria.
- B. **Career Continuous Employment Reviews.** Departments or Units wanting to develop or submit changes to the Career Continuous Employment Review segment of their *Career Faculty Review and Promotion* policy, may do so in academic year 2023-24. Lacking other approved criteria, Departments or Units shall generally mirror those of their approved unit-level promotion to the highest rank in the classification review criteria, and if lacking promotion criteria, should generally mirror performance review criteria. Nothing in this subsection is read to contradict or supersede Appendix II: Unit Policy Development Guidelines.
- C. **Professional Responsibilities Policies.** Departments or Units should craft their professional responsibilities policies with an eye to advancing the equitable distribution of service assignments with special consideration for the recommendations from the Senate's successor to its Task Force on Service.

Agreement 4. The One and the Many. Each Department or Unit must articulate criteria within their policies that clarify the expectations for faculty activity in research and scholarship.

Agreement 5. Joint-Message on Unit Policy Development. Within 30 days of the signing of this agreement, the parties shall offer the following joint message with respect to this agreement:

Dear colleagues,

The University of Oregon administration and United Academics are pleased to announce a memorandum of agreement ([link to MOU](#)) that allows more time for faculty to develop or revise unit policies. Instead of submitting all remaining policies by June 15, 2024, policy work may follow the following schedule:

- AY23-24: Peer review of teaching policy/template and assignment of CF and TTF professional duties due to Office of the Provost June 15, 2024. The Senate-legislated Peer Review of Teaching Template/Policy will also be due

on June 15, 2024. AY24-25: TTF and CF review and promotion policies due to Office of the Provost June 15, 2025

- Policies will not be due in the dean’s office of respective schools and colleges before the end of Winter term each year. Units are welcome to submit policies before these deadlines. Units may also submit two parts of the AY24-25 policies this year if they’re eager to have these two aspects of their policies in place by next fall: TTF PTR review and criteria and CF Continuous Employment Review.


We are thankful for the collaboration leading to this agreement.

Knowing and Voluntary. The parties acknowledge that they have carefully read and fully understand the terms of this MOU, and that they are voluntarily entering into this MOU.

Effective Date. The parties agree that this MOU will be effective on the date at which all parties have signed below.

Entire Agreement. The parties’ collective bargaining agreement and this MOU represent the parties’ entire agreement with respect to the subject matter discussed in this MOU. Except as described in this MOU, there were no inducements or representations leading to the execution of this document.


Disputes. Any disputes arising from the interpretation, implementation, or application of this MOU are subject to the grievance and arbitration provisions of Articles 22 and 23 of the CBA.

 25 Oct 2023

 For the Union, Mike Urbancic, President Date

 10-24-23

 For the University, Janet Woodruff-Borden,
 Interim Provost and Executive Vice President Date

 10/25/2023

 Chris Meade, Director, Employee and Labor Relations Date