

## **MEMORANDUM OF UNDERSTANDING REGARDING OVERLOAD ASSIGNMENTS**

This Memorandum of Understanding (the "MOU") is between United Academics of the University of Oregon, AAUP/AFT, ALF-CIO (the "Union") and the University of Oregon (the "University").

WHEREAS, both parties have a strong interest in maintaining the exceptional education opportunities offered to undergraduate students through the various programs at the university; and

WHEREAS, these educational opportunities are sometimes compensated as optional overload appointments; and

WHEREAS, the intent of both parties in agreeing to the language in Article 17, Section 20 that reads "Overload appointments will be assigned an FTE percentage commensurate with normal workload duties and compensated accordingly," was to ensure that faculty were not offered a minimal stipend to take on significant teaching, service, or research duties; and

WHEREAS, the parties have agreed that the development of professional responsibilities policies will carry on into the next academic year; and

WHEREAS, departments and units have a long tradition of offering stipends to faculty who take on the optional extra duties associated with the following programs:

- College Scholars
- College Advising
- Rippey Freshmen Interest Groups (FIGs)
- Other FIGs
- General Education Renaissance
- Rutherford Initiative (for courses on the Middle East)
- OEMBA
- Humanities Program
- Freshman Seminars

NOW, THEREFORE, the parties agree to the following:

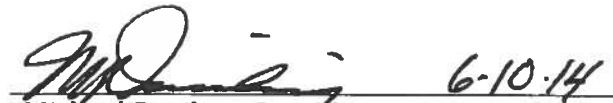
Notwithstanding the language of Article 17, Section 9 of the Collective Bargaining Agreement between the University and the Union, the University and the Union agree that prior practice, unless otherwise unlawful or noncompliant with duly-adopted University administrative rules, policies, or procedures, for faculty compensation for work performed for the above-listed programs, and any other such programs identified by mutual agreement, shall remain in effect until July 1,

2015, or until otherwise overridden by approved departmental and unit policies established in accordance with Article 17, Section 2, whichever is earlier.

This MOU shall terminate on July 1, 2015, unless otherwise extended by mutual, written agreement executed by representatives with authority to bind the University and the Union.

 6-6-14

Scott Coltrane, Provost                      Date  
On behalf of the University

 6-10-14

Michael Dreiling, President UA              Date  
On behalf of United Academics