

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
UNIVERSITY OF OREGON  
AND  
UNITED ACADEMICS OF THE UNIVERSITY OF OREGON, AFT/AAUP, AFL-CIO

This Memorandum of Agreement (“MOU”) is entered into by and between University of Oregon (“UO”) and United Academics (“UA”), collectively referred to as “the parties,” for the purpose of clarifying practices.

**WHEREAS**, the parties acknowledge that there is general confusion as to the rules surrounding Article 20, Tenure Review and Promotion; and

**WHEREAS**, the parties acknowledge that there is redundancy in reviewing faculty members who intend to be considered for promotion from associate professor to “full” professor in their seventh year and who are also scheduled for a sixth-year post-tenure review; and

**NOW THEREFORE**, the parties agree to the following:

1. The faculty member’s Department Head may delay the sixth-year post-tenure review, if the faculty member intends to be considered for promotion in their seventh year.
2. If the faculty member withdraws from the promotion review or is unsuccessful the information gathered in the course of the promotion review will be used to complete the sixth-year post-tenure review by the dean and provost. The post-tenure review clock will then resume with the next third-year review occurring two years later.
3. If the promotion review is successful, the sixth-year review will be unnecessary and the next third-year post-tenure review will be scheduled to occur in the third year following promotion.

**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 on 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 and all 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 Agreement.

FOR THE EMPLOYER

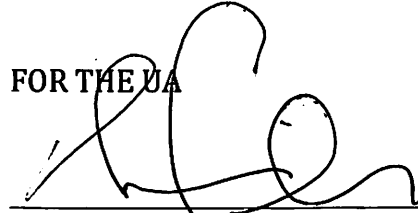
 10/17/18

Jayanth Banavar Date  
Senior Vice President and Provost

 10-15-18

Missy Matella Date  
Senior Director  
Employee and Labor Relations

FOR THE UA

 10/11/18

Chris Sinclair Date  
UA President

 10-11-18

David Cecil Date  
Executive Director