

1 **ARTICLE 18. SUMMER SESSION APPOINTMENTS AND ASSIGNMENTS**

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3 **Section 1.** Every unit will have a policy for the appointment, professional
4 responsibilities, course cancelation and compensation for Summer Session work.

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6 The colleges or schools will provide language to be included in every policy governing
7 compensation, appointments, and budgeting surrounding Summer Session. The
8 language shall include the University of Oregon summer payroll practices guidelines
9 developed in November 2014. The college or school language will be reviewed and
10 edited by a review committee made up of three University representatives and three
11 Union representatives before being forwarded to departments or units. Final department
12 policies will be approved by the Dean’s office.

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14 Policies will be made available to faculty no later than May 1, 2016, and will become
15 effective Summer Session 2017.

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17 Deans and faculty may initiate changes to unit level Summer Session policies pursuant
18 to Article 4.

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20 **Section 2.** Summer appointments for those on academic year appointments are in
21 addition to the academic year contract. Summer Session appointments may include
22 Coordinator of Summer Session or other similar appointments.

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24 **Section 3.** An offer of a Summer Session appointment will be made at least five weeks
25 prior to the beginning of the appointment, whenever feasible.

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27 **Section 4.** Except for faculty who meet the requirements listed in Section 5, a bargaining
28 unit faculty member on an academic year appointment is not required to accept a Summer
29 Session appointment, and will not be subject to discrimination and/or retaliation for
30 declining a Summer Session appointment.

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32 **Section 5.** A bargaining unit faculty member may be required to accept a Summer Session
33 appointments as a condition of a 9-month appointment in programs or departments where
34 there is a past practice of such Summer Session requirements.

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36 If a bargaining unit faculty member is required to accept a Summer Session appointment,
37 the terms and conditions of the Summer Session appointment will be specified at the time
38 of the 9-month appointment in accordance with Article 16.

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40 Required Summer Session assignments will be assigned an FTE percentage commensurate
41 with normal workload duties and compensated at the bargaining unit faculty member’s
42 normal base salary.

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44 **Section 6.** The department or unit head may cancel a scheduled class or reassign a
45 bargaining unit faculty member based on faculty expertise; student demand; unit, school,
46 college, or university needs; and in accordance with approved policies. In the event that a
47 course is cancelled, the department or unit will attempt to appoint the bargaining unit
48 faculty member to a new assignment.