

**Memorandum of
Understanding between
United Academics,
AAUP/AFT and
The University of
Oregon**


1. Office of the Provost and Academic Affairs and United Academics agree to work together to develop and implement a Faculty Organizing for Success Program with the intent of supporting the professional development of new pre-tenure faculty, and career non-tenure track faculty from diverse units, and integrating them into the university community.
2. This cooperative initiative will have two parts - a First Year Faculty Program and a Tenure Preparation Program.
3. The First Year Faculty Program will address three main areas:
 - a. Research support and productivity to ensure that new tenure-track faculty establish their research agenda, trajectory and strategy early in their careers. To this end, select sessions will focus on concrete steps to increase writing and research productivity amidst the demands of service and teaching, as well as developing a narrative and plan to define one's ongoing research trajectory.
 - b. Mentoring and community formation to ensure that new faculty are connected with colleagues from across campus who can provide mentorship and guidance around a range of professional issues and topics.
 - c. Resilience and well-being in the academy – focusing on approaches and strategies to help new faculty thrive during the transition to a new institution and the multiple demands of a tenure-line position.
4. United Academics will be responsible for organizing the sessions, recruiting faculty participants, panelists, and work-in-progress readers in consultation with the Office of the Provost and Academic Affairs. The union will recruit a broad and diverse faculty pool to participate without regard to union membership or participation. The Office of the Provost and Academic Affairs will be welcome at all sessions, may identify faculty for participation, and will be afforded the opportunity to approve the participant list in advance. Any public communications associated with the initiative in which the Office of the Provost and Academic Affairs is co-sponsor must be approved by the Assistant Vice Provost for Academic Affairs responsible for faculty mentoring programming prior to publication. Sierra Dawson, Assistant Vice Provost for Academic Affairs, will be the point of contact within the Office of the Provost and Academic Affairs.
5. Academic Affairs will contribute up to \$11,000 toward the cost of implementing the Faculty Organizing for Success Program for the 2017-18 academic year. This money will be paid to United Academics on September 16, 2017 or the closest business day possible.
6. United Academics contributes staff resources and faculty time toward implementing the Faculty Organizing for Success Program.
7. United Academics will arrange for facilities and catering, when necessary, and will pay any associated fees. United Academics will provide the Office of the Provost and Academic Affairs with a quarterly budget update of all money spent and a final report on the initiative by July 1, 2018.

8. All faculty, regardless of bargaining unit status, are eligible to participate in the Faculty Organizing for Success Program sessions, workshops, and lunches, and no aspect of the Faculty Success Program will be used to recruit faculty to join United Academics.
9. Representatives of the Office of the Provost and Academic Affairs and United Academics will meet in July of 2018 to review the program and discuss renewing this Agreement for the 2018-19 academic year.


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 agree that this MOU constitutes the entire agreement between the parties on the matters discussed herein. This MOU fully supersedes any and all prior agreements or understandings between them pertaining to the subject matter contained in this MOU. Except as described in this MOU, there were no inducements or representations leading to the execution of this document.

FOR THE EMPLOYER

 _____ 6/24/17
 Scott L. Pratt Date
 Executive Vice Provost


 _____ 10/24/17
 Missy Matella Date
 Interim Director of Faculty Labor Relations

FOR THE UNION

 _____ 10-25-17
 Michael Dreiling Date
 President


 _____ 10-24-17
 David Cecil Date
 Executive Director