

1 **UNITED ACADEMICS COUNTERPROPOSAL (03/14/2024)**  
2 **UNIVERSITY OF OREGON COUNTERPROPOSAL (2/29/2024)**

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5 **Document Key**

6 UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | Deleted | Status Quo | Restored

7  
8 *[excerpt from Appendix 2 proposing to insert the language below to address the interest raised]*

9  
10 **APPENDIX 2: UNIT POLICY DEVELOPMENT GUIDELINES**

11 ...

12  
13 **Tenure, Review, and Promotion (Tenured and Tenure Track):**

14  
15 *[From October 2023 UO-UA Policy Development MOU]* Each department's or unit's policy  
16 must articulate criteria within their policies that clarify the expectations for faculty activity in  
17 research and scholarship.

18  
19 ***Reviews, Tenure, and Promotion...***

20  
21 ...

22 *[end excerpt from Appendix 2]*

23  
24 **ARTICLE 4. UNIT-LEVEL POLICIES**

25  
26 **Preamble**

27  
28 ~~As a principle of equity and shared governance, unit level policies for review, promotion and~~  
29 ~~merit shall reflect the diverse nature of the work performed by bargaining unit faculty~~  
30 ~~members within each unit and academic discipline.~~

31 As a principle of equity and shared governance and acknowledging the diverse nature of the  
32 work performed by bargaining unit faculty members, each department's or unit's policy must  
33 articulate criteria within their policies that clarify the expectations for faculty activity in  
34 teaching, research, and scholarship.

35  
36 **Section 1. Initiation.**

- 37  
38 a. **New departments or units.** Each new department or unit ~~will~~ shall develop a written  
39 policy delineating its procedures for the internal governance of the department or unit,  
40 merit review, professional responsibilities, review and promotion, summer session, and  
41 professional development. Guidelines for these policies are described in Appendix 2.

- 42
- 43 b. **Administration-initiated revision.** The department or unit head, dean, vice president,
- 44 or the Office of the Provost may call for changes to the established policy of a
- 45 department or unit by informing the unit faculty of the change being considered, thereby
- 46 initiating the unit’s process for policy revision.
- 47
- 48 c. **Faculty-initiated revision.** ~~Any~~ Department or unit faculty members, either through
- 49 a governance committee or at a regular faculty meeting, may call for changes to an
- 50 established unit-level policy by notifying the faculty, or department or unit head, of a
- 51 change to be considered. Calls for revision of a department or unit policy ~~will~~ shall be
- 52 assigned to a governance committee or considered at a regular faculty meeting within
- 53 ~~120~~ 60-days of the notification of the proposed change.
- 54
- 55 d. **University-Union revisions.** The Office of the Provost will communicate to
- 56 departments or units any agreements between the University and the Union that modify
- 57 provisions of an established department or unit policy. Department or unit policy
- 58 documents will be updated on the Provost’s website within 90 days of the agreement.
- 59 Policy revisions under this subsection are not subject to the process outlined in
- 60 Sections 2 and 3.
- 61
- 62 e. **Existing departments without unit policies.** Departments and units that have not
- 63 developed internal governance policies for merit review, professional responsibilities,
- 64 review and promotion, summer session, and professional development shall develop
- 65 such policies by ~~Fall~~ June 15, 2025. College-level policies will not constitute unit-
- 66 level policies for such departments and units.
- 67

68 **Section 2. Development and revision of policies.** All faculty in each department or unit shall

69 have the opportunity to participate in the development and revision of that department’s or

70 unit’s policies. At the outset of policy formulation or revision, the faculty will first consider

71 any input provided by the appropriate governance committee, department or unit head, dean,

72 vice president, Provost, or designee. If the faculty has amended the policy change suggested by

73 the administrator in Section 1.b., they will submit both their amended policy and the

74 administrator-suggested policy to the dean or vice president. Policies submitted for revision

75 must adhere to guidelines for document format and version control established by the Office of

76 the Provost and posted on their website. ~~Such templates shall only specify the form that such~~

77 ~~policies shall take and not the content therein.~~ dictate the policies and criteria therein. Any new

78 templates shall be shared with unit faculty.

79

80 **Section 3. Review, Approval, and Enactment.** After the department or unit process for policy

81 development is complete, the faculty will submit their recommended policy to the appropriate

82 dean or vice president’s office for review. Within 45 days of submission of the faculty-

83 approved policy, the dean, vice president, or designee will provide a written notice and

84 explanation of any non-grammatical alterations they propose to make to the faculty-approved

85 policy before submission to the Office of the Provost to the department or unit faculty

86 members and, upon request of faculty, meet with the unit faculty.

87

88 If the dean has amended the faculty-approved policy, they will send both their amended policy

89 and the faculty-approved policy to the Office of the Provost for review. The Office of the  
90 Provost will have final authority to establish policy for each department or unit. The Office of  
91 the Provost will post the established policy on their website and send it to the dean and the  
92 department or unit head within 60 days of the receipt of the material from the dean. The  
93 department or unit head shall send it to the faculty in the unit within 30 days. The timelines  
94 above also apply to policy review, distribution, and posting where the Office of the Provost has  
95 delegated review and approval to the deans.

96

97 **Section 4. Internal Shared Governance.** Policies for internal governance must include  
98 provisions for appropriate documentation of decisions and for the appropriate and  
99 equitable participation of faculty in the Tenure-Track and Tenured and Career  
100 classifications in governance and the development of departmental or unit policies.

101

102 a. The participation must be appropriate. Appropriate participation includes, but is  
103 not limited to, departmental activities such as unit meetings, voting, and committee  
104 membership. There must be documented and legitimate structural, pedagogical, or  
105 programmatic reasons for determining that a class of faculty (TTF or Career), a  
106 particular classification, a particular rank, or a particular FTE level should not  
107 participate in a particular aspect of governance.

108

109 b. When participation is appropriate, it must also be equitable. Equitable participation  
110 requires a level of parity that allows TTF and Career faculty in a department or unit to  
111 have a meaningful role in governance. Equitable participation does not mean that  
112 governance roles for every faculty member must be exactly the same or that there must  
113 be absolute proportionality in governance for all faculty classifications and ranks.

114

115 c. Career faculty whose teaching is primarily at the undergraduate level (e.g. instructors)  
116 may participate and vote on undergraduate curricular matters. Career faculty whose  
117 teaching is primarily at the graduate level (e.g. lecturers) may participate and vote on  
118 graduate curricular matters. Career faculty whose teaching is routinely at both levels may  
119 participate and vote at both levels.

120

121 **Section 5. Periodic Review.** All unit policies developed through the internal governance  
122 process, including but not limited to, merit review, professional responsibilities, review and  
123 promotion, summer session, and professional development should be periodically reviewed ~~if~~  
124 ~~more than five years old following~~ and upon ~~ratification of a successor agreement~~ to ensure  
125 that they ~~align~~ ~~comply~~ with and reflect current CBA language and current university policy.  
126 ~~If a unit level policy is changed as the result of an agreement between the parties, the~~  
127 ~~University will clearly communicate the changes to each unit.~~

128

129 **Section 6.** Timelines in this Article are paused for the duration of academic breaks and between  
130 academic years.

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