

1 UNITED ACADEMICS COUNTERPROPOSAL (5/16/2024)
2 UNIVERSITY OF OREGON PROPOSAL (4/18/2024)

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4 Document Key

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

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7 APPENDIX 4: UNIVERSITY DISTINGUISHED TEACHING PROFESSOR PROGRAM
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9 {This appendix, if agreed upon, shall become Article XX of the successor agreement}

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11 Section 1. Description and Eligibility. The Distinguished Teaching Professor (DTP)
12 designation is a competitive award made by the Office of the Provost to Career faculty members
13 at the rank of Senior Instructor II or Senior Lecturer II. To be eligible for the Distinguished
14 Teaching Professor appointment, candidates must:

- 15
- 16 ● Receive/~~Have received~~ an overall “exceeds expectations” on a continuous employment
17 review,
 - 18 ● Have a record of outstanding classroom teaching,
 - 19 ● ~~Be a benefit to others teaching at the University, in their own unit or more broadly,~~
 - 20 ● Have a demonstrated interest and willingness to follow developments in pedagogy,
- 21

22 Section 2. Nomination and Selection. Each year, ~~Deans,~~ department and unit heads and
23 equivalents may each nominate up to two faculty (~~up to two in each CAS division~~) from the
24 Continuous Employment Review candidates for the Distinguished Teaching Professor award.
25 Nominations are made to the Office of the Provost, who will award up to three Distinguished
26 Teaching Professor appointments per year. ~~Faculty members shall be notified of their~~
27 nomination and may decline the nomination.

28
29 Distinguished Teaching Professors will continue in their work as instructors or lecturers but also
30 undertake a three-year leadership award period, during which part of their FTE (the equivalent of
31 2 courses per year) will be assigned to the Teaching Engagement Program. They will be given
32 support funds for pedagogical and curricular projects during the leadership award period. In
33 addition, faculty will choose between a \$3000 yearly stipend or \$3000 of yearly ASA funds.
34 Leadership Projects will be determined in consultation with the Associate Vice Provost for
35 Teaching Engagement and the faculty member. The Distinguished Teaching Professor title will
36 remain in place for the duration of the award recipient’s employment with the university.

37
38 ~~Candidates not selected by the Provost may be considered at subsequent continuous employment~~
39 ~~reviews.~~ This is a competitive honor, not a promotion, and the decision cannot be grieved.

40
41 ~~Section 1. Title, eligibility, and appointment process.~~ Excellent teaching is fundamental to the
42 mission of the university. In support of that mission, the university will create a Teaching
43 Professor title to be conferred upon a select number of highly qualified teachers chosen through a
44 process of nomination and self-nomination. Qualified faculty are Career faculty at the rank of

45 Senior Instructor II or Senior Lecturer II who can demonstrate excellence in teaching through
46 their previous evaluations, relevant awards and accomplishments, and application materials. The
47 number of appointments provided each year will be determined by the Office of the Provost
48 based on the institution's financial capacity and operational needs.

49
50 **Section 2. Selection.** The Office of the Provost will convene a Teaching Professor Selection
51 Committee consisting of five members chosen by the Office of the Provost from the Provost's
52 Teaching Academy and/or Teaching Professors, and ex officio members from the Office of the
53 Provost (e.g., Teaching Engagement Program and/or Academic Affairs). The committee will
54 include at least three faculty members with current teaching responsibilities. The purpose of the
55 selection process is to ensure that candidates have achieved and can be expected to maintain an
56 exceptional record of teaching and contributions to the university's instructional mission. At the
57 conclusion of their work the Teaching Professor Review Committee will rank and make a written
58 recommendation to the Provost for each of the individual candidates. The Provost will decide the
59 selection from among the candidates for the program and grant those selected the category and
60 rank of Teaching Professor. Candidates not selected by the Provost may nominate or self-
61 nominate in future years.

62
63 **Section 3. Duration.** University Distinguished Teaching Professor program participation
64 generally lasts for three academic years following appointment. During the three academic years
65 associated with the program, appointees will be provided with a reallocation of effort from
66 teaching to the leadership projects described below. This reallocation will be determined on a
67 case by cases basis but is generally equivalent to two course releases and a \$3,000 stipend.

68
69 **Section 4. Title.** After completion of the University Distinguished Teaching Professor program
70 the Teaching Professor category and University Distinguished Teaching Professor title will
71 remain in place for the duration of the appointee's employment with the university.

72
73 **Section 5. Duties.** During the course of the program (Section 3) these benefits are provided in
74 order to allow the faculty member to pursue significant teaching projects or grants that will have
75 a transformative impact on undergraduate and graduate teaching practices; foster inclusiveness
76 excellence in the curriculum; and collaborate on programmatic and curricular innovation.
77 Specific projects may be assigned by the Office of the Provost in consultation with the faculty
78 member.

79
80 **Section 6. TEP Support.** The Teaching Engagement Program in the Office of the Provost will
81 provide support to assist University Distinguished Teaching Professors with their projects.
82 Through this affiliation, University Distinguished Teaching Professors will participate in a
83 variety of activities across the campus that promote teaching excellence.

84

85 ~~Section 7. University Distinguished Teaching Professors serve at the discretion of the Provost.~~