

## Tentative Agreement Package

Articles and Appendices Included (full text below):

- Article 16 – Notices of Appointment
- Article 17 – Assignment of Professional Responsibilities
- Article 28 – Miscellaneous Benefits
- Article 33 – Sabbatical
- Article 45 – Negotiation of a Successor Agreement
- Appendix 2 – Policy Development Guidelines
- Researcher Support

*Tentative Agreement (3/27/2025)*

*Nathan Whalen*

Nathan Whalen (Mar 27, 2025 16:25 PDT)

Mar 27, 2025

*Nathan Whalen, United Academics*



Mar 27, 2025

*Chris Meade, University of Oregon*

*Tentative Agreement (3/27/2025)*

1 **UNIVERSITY OF OREGON MEDIATION PROPOSAL PACKAGE (3/25/2025)**

2 UNIVERSITY OF OREGON MEDIATION PACKAGE PROPOSAL (3/13/2025)

3 UNIVERSITY OF OREGON MEDIATION PACKAGE PROPOSAL (3/3/2025)

4 UNIVERSITY OF OREGON FINAL OFFER (2/25/2025)

5 UNITED ACADEMICS COUNTERPROPOSAL (10/31/2024)

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10 UNIVERSITY OF OREGON COUNTERPROPOSAL (5/23/2024)

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14 UNIVERSITY OF OREGON COUNTERPROPOSAL (2/29/2024)

15 UNITED ACADEMICS PROPOSAL (2/1/2024)

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17 **Document Key**

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19  
20 **ARTICLE 16. NOTICES OF APPOINTMENT**

21  
22 **Appointments**

23  
24 **Section 1. Notification of Appointment.** The Office of the Provost shall provide a bargaining  
25 unit faculty member to be appointed to a position subject to this Agreement with written  
26 notification of the appointment as soon as practicable. ~~Notice by any other means is not valid~~  
27 ~~notice and does not cause the formation of an agreement between the University and the~~  
28 ~~bargaining unit faculty member. Oral promises regarding terms and conditions of employment~~  
29 ~~and representations made in writing by persons other than the Office of the Provost are not~~  
30 ~~binding upon the University. Written offers regarding terms and conditions of employment~~  
31 ~~made by the Office of the Provost or designees, including Deans and Department Heads, are~~  
32 ~~binding upon the University.~~ The notice of appointment, which may be provided electronically  
33 such as by email or link to a website, shall include, but need not be limited to, the following:

- 34  
35 a. Effective date of appointment;
- 36  
37 b. Classification, category, and rank;
- 38  
39 c. Department and title;
- 40  
41 d. Duration of appointment, defined work periods (nine-month faculty, twelve-month, etc.)  
42 and/or if appointment is contingent on funding;
- 43  
44 e. Tenure status, including the nature of any restrictions on eligibility for tenure and any  
45 credit for prior service; or
- 46

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- 47 f. Career status, including the nature of any restrictions on eligibility for promotion and
- 48 any credit for prior service;
- 49
- 50 g. Salary;
- 51
- 52 h. FTE;
- 53
- 54 i. Other requirements of employment.
- 55

56 ~~Section 2. Since a potential bargaining unit faculty member who is offered a position at the~~  
57 ~~university has the right to negotiate a starting package, Human Resources will maintain a~~  
58 ~~website outlining the elements of a starting package that are traditionally negotiated by~~  
59 ~~incoming hires, including but not limited to:~~

60

- 61 ~~a. Relocation expenses, including offsets for tax obligations~~

62

- 63 ~~b. Salary~~

64

- 65 ~~c. Research funding~~

66

- 67 ~~d. Additional Academic Support Account funds~~

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- 69 ~~e. Stipends related to endowed chairs~~

70

- 71 ~~f. Graduate Employee Support~~

72

- 73 ~~g. Office or lab space~~

74

- 75 ~~h. Office or lab equipment~~

76

- 77 ~~i. Partner hire~~

78

- 79 ~~j. Credit for prior service and research~~

80

- 81 ~~k. Course load/releases~~

82

83 **Section 2. Reporting Site.** Bargaining unit faculty members will be assigned a primary  
84 reporting site at the time of hire. Bargaining unit faculty members may be required to move,  
85 relocate, travel, or work at multiple reporting sites:

- 86 i. With reasonable notice if required by their job duties as stated in their initial hiring
- 87 materials; or,
- 88 ii. By mutual agreement; or,
- 89 iii. With at least 12 months' notice of a change. Such changes may not be arbitrary or
- 90 capricious.

91

92 Bargaining unit faculty members shall receive relocation and/or travel expenses consistent with

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93 university policy.

94

95 **Section 3.** The University will provide a bargaining unit member with written information  
96 concerning duties, responsibilities, and institutional expectations. The University shall provide  
97 such written information, which may be provided electronically such as by email or link to a  
98 website, within a reasonable time of the notice of appointment or reappointment and whenever  
99 significant changes occur. The written information shall include:

100

101 a. Professional responsibilities (see Article 17)

102

103 b. Link to relevant school, college, or department policies

104

105 **Section 4. Joint and Multiple Appointments.** A joint appointment is one appointment with  
106 the same classification and rank that spans two or more units. A multiple appointment  
107 describes when a bargaining unit faculty member has separate appointments in two or more  
108 units. Joint or multiple appointments may not exceed 1.0 FTE in total and are subject to the  
109 following:

110

111 a. Joint or multiple appointments for Career and Tenure-Track and Tenured bargaining  
112 unit faculty members require a memorandum of understanding (MOU) to be completed  
113 at the time of hire or additional appointment. MOUs are not valid unless approved in  
114 writing by the bargaining unit faculty member, the hiring departments, and the Office  
115 of the Provost.

116

117 i. Tenure-Track and Tenured MOUs must specify expectations for promotion and  
118 tenure review and identify how reviews and the tenure and promotion process  
119 will be handled among the units.

120

121 ii. Career MOUs must specify expectations for promotion review and identify how  
122 reviews and the promotion process will be handled among the units.

123

124 b. Career joint or multiple appointments where the second appointment or assignment is  
125 shorter than one year and less than 0.3 FTE (annualized) may forgo the MOU process  
126 and may be extended for one additional year without an MOU. Any subsequent joint or  
127 multiple appointments within a six-year period require an MOU.

128

129 c. Limited Duration faculty may hold joint or multiple appointments.

130

131 Aggregate appointments across two or more departments that total 0.50 FTE or above will  
132 receive benefits.

133

134 **Section 5. Summer Session.** There will not be notices of appointment associated with  
135 Summer Session instructional appointments. The provisions of Summer Session  
136 appointments will be communicated in writing or email in accordance with Article 18.

137

138

139 **Tenure-Track and Tenured Appointments**

140

141 **Section 6.** The initial appointment in the Tenure-Track and Tenured classification will usually  
142 be to the rank of assistant professor, without tenure, and for a period of three years unless the  
143 University and the bargaining unit faculty member agree to a shorter duration. At the time of  
144 hire, the University and the bargaining unit faculty member may agree upon credit toward  
145 tenure for prior service, specific review timelines, and relevant review period windows or  
146 materials. The timeline for tenure consideration for those granted credit will be six years less  
147 any credit granted. Such agreement will be documented in the initial appointment. The  
148 University and the bargaining unit faculty member may agree to reduce or forgo the credit for  
149 prior service. Such agreement will be documented in a revised notice of appointment.

150

151 **Section 7.** If an appointment of a full-time, tenure-track bargaining unit member is not to be  
152 renewed for reasons other than for just cause (Article 24) or program elimination or reduction  
153 (Article 25), notice of nonrenewal shall be given in writing as follows: during the first annual  
154 appointment, by March 15 for those whose contracts expire on or about June 15, or at least three  
155 months' notice given prior to expiration of the appointment, whichever is longer; during the  
156 second year of service, by December 15 for those whose contracts expire on or about June 15, or  
157 at least six months' notice given before expiration of the appointment, whichever is longer; in the  
158 third and subsequent years of service, at least 12 months' notice, which may be given at any  
159 time.

160

161

162 **Career Appointments**

163

164 **Section 8. Career Faculty FTE.** Career faculty will be assigned a base FTE at the time of hire.  
165 Permanent changes to that FTE for instructional Career faculty (including librarians) are only  
166 allowed by mutual written agreement between the bargaining unit faculty member and the  
167 Office of the Provost or Dean. Changes in base FTE for research Career faculty are allowed by  
168 mutual agreement or with 30 days' notice for any reason.

169

170 Instructional career faculty members may agree to temporary changes in their base annualized  
171 FTE. If an instructional Career faculty member's actual FTE (**excluding any funding-contingent**  
172 **FTE**) exceeds their base annualized FTE for at least three years over any five-year period, either:

- 173 a. the instructional Career faculty member's base annualized FTE will be permanently  
174 increased to a mutually **agreeable agreed upon** amount no less than the average of their  
175 FTE over the previous five years, or  
176 b. the instructional Career faculty member's FTE cannot be temporarily increased again.

177

178 This section only applies to annualized FTE assignments up to 1.0 during the regular academic  
179 year. FTE considerations for Career positions designated as funding-contingent are in Section  
180 18 below.

181

182 **Section 9.** The University supports and encourages, where feasible and appropriate, the creation  
183 of Career faculty appointments at 0.50 FTE or above. The University may not make Career  
184 faculty appointments at an FTE level of below 0.50 FTE to preclude providing benefits.

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**Section 10. Career Faculty Expectation of Employment.** Bargaining unit faculty members with an appointment in the Career classification (Career faculty) will be hired with the expectation of continued employment, except where specified in Section 18. Their employment may only be terminated for cause (Article 24), through a program reduction or elimination (Article 25), or through layoff (Article 16).

**Section 11. Career Faculty Layoff Notification.** Career faculty members can be laid off from their position at any time with appropriate notice.

*[inserted list formatting for clarity]*

~~Text highlighted in yellow will be accepted contingent upon administration accepting our proposal in lines 290-294~~

- a. Career faculty members who are in their first year of employment will have a notice period of at least 30 days before being laid off.
- b. Career faculty members who are in their second and subsequent years of employment, but have not achieved promotion, will have a notice period of at least 90 days before being laid off.
- c. Career faculty members hired at a promoted rank who have not achieved eligibility for the notice period under d. will have a notice period before being laid off of at least:
  - i. ~~90~~ 180 days before being laid off for any reasons other than performance.
  - ii. 30 days in their first year of employment or 90-days in their second or subsequent year of employment if for performance reasons.
- d. Career faculty members ~~They~~ will have a notice period of at least 365 days before being laid off once they have successfully completed a promotion in rank review or successfully completed ~~(meets expectations in all areas)~~ a continuous employment review at the University.

~~Career faculty members who have achieved promotion will have a notice period of at least 365 days before being laid off. Career faculty members who have been hired at higher ranks will be granted the notice period that corresponds to such rank.~~

Notice periods for Career positions designated as funding-contingent are in Section 18 below.

**Section 12. Career Faculty Layoff Rationale.** The University may lay off a Career faculty member in their first year of employment for any reason.

The University may lay off a Career faculty member in their second and subsequent years of employment for the following reasons:

- a. Failure to meet the standards of excellence at a major research university, as determined through the procedures developed in accordance with Article 19; or
- b. Inadequate resources within the unit or department to continue funding the bargaining

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- 231 unit faculty member's position; or  
232 c. Programmatic or pedagogical reasons, including but not limited to reasons under  
233 Article 3, Section 1, and departmental adjustments necessary to accommodate graduate  
234 students; or  
235 d. Replacement of the laid off position(s) with a Tenure-related position.  
236

237 The University shall provide a written statement documenting the reason for the layoff at the  
238 time of notice.  
239

240 It is acknowledged that in the layoff decisions pursuant to this Section, subsection (a), (c), and  
241 (d) rely on the University's exercise of academic judgment. Decisions made on the basis of  
242 inadequate resources as described in (b) may or may not rely on academic judgment.  
243

244 Layoff rationale for Career positions designated as funding-contingent are in Section 18 below.  
245

246 **Section 13.** In situations where more than one Career faculty member could be laid off under  
247 Section 12 to address financial, pedagogical or programmatic needs, or to replace a position with  
248 Tenure-related position, layoffs should be based on the functions and skills required to perform  
249 necessary work. If more than one Career faculty member has the functions and skills to perform  
250 necessary work, layoffs shall follow earned seniority **at the institution, followed by consideration**  
251 **of rank** (Pre-promotion first, then Senior I, then Senior II). The order of layoffs may also take  
252 into consideration the equity goals of the university.  
253

254 Grievances related to lay off decisions can be pursued exclusively through Article 23, Section  
255 11.  
256

257 **Section 14.** On or before July 1 of each year, the University will send a report to the Union  
258 detailing the layoffs for the preceding year. The report will list the department and stated reason  
259 the faculty member was laid off.  
260

261 **Section 15.** Career faculty who are laid off under this Article will be provided with career  
262 transition resources and information on subscribing to position announcements at the university.  
263  
264

265 **Limited Duration Appointments**  
266

267 **Section 16. Limited Duration Appointments.** Appointment or reappointment duration for  
268 bargaining unit faculty members in the Pro Tem, Visiting, Retired, Postdoctoral Scholar,  
269 Postbaccalaureate Scholar, or Acting classifications is at the discretion of the University, in  
270 compliance with the provisions of this Agreement. Their employment expires in accordance  
271 with its terms and no notice is required.  
272

273 **Section 17.** The duration of the appointment for a Postdoctoral or Postbaccalaureate Scholar  
274 and the provisions for appointment, renewal, or nonrenewal will be specified at the time of  
275 hire and included in the written notification of appointment.  
276

277 ~~Section 18. Limited duration faculty whose employment will not be renewed will be~~  
278 ~~provided with career transition resources and information on subscribing to position~~  
279 ~~announcements at the university.~~

280  
281 **Funding-Contingent Appointments (Career and Limited Duration)**

282  
283 **Section 18.** Appointments in the Career and Limited Duration classifications shall be designated  
284 as funding-contingent in their notice of appointment under Section 1.d. if they are fully or  
285 partially:

- 286 i. Funded by sources other than general funds (e.g., gifts, grants, contracts, awards,  
287 sponsored projects, service center or core facility revenue, income, auxiliaries,  
288 cooperative agreements, etc.); or,  
289 ii. Temporarily supported on general funds (e.g., one-time, startup, seed funding, bridge-  
290 funding, sabbatical, etc.); or,  
291 iii. Appointed to programs, projects, or activities that are temporary, short-term, or self-  
292 supporting.

293  
294 Notwithstanding the terms set above, Career appointments designated as funding-contingent  
295 have an expectation of continued employment for as long as funding for the position is known  
296 to be available. A funding-contingent appointment can be terminated due to lack of funding,  
297 changing programmatic needs, or poor performance by the bargaining unit faculty member  
298 holding the appointment, subject to the notice requirements below.

299  
300 Bargaining unit faculty members with funding-contingent appointments who have achieved  
301 promotion shall receive at least ~~30~~ ~~45-60~~ days' notice before being laid off. Funding-contingent  
302 ~~Career~~ faculty members who ~~are in their second or subsequent years of employment, but who~~  
303 have not achieved promotion ~~will have a notice period of at least 15 days before being laid off.~~  
304 ~~Funding-contingent faculty members who are in their first year of employment shall receive at~~  
305 ~~least 15 days' are not subject to~~ notice before being laid off (although at least 30 days' notice is  
306 encouraged).

307  
308 Before terminating a funding-contingent appointment for a bargaining unit faculty member's  
309 poor performance, the University must meet with the bargaining unit faculty member to discuss  
310 the poor performance and provide the bargaining unit faculty member with written instructions  
311 and a timeline to remedy the poor performance.

312  
313 Changes in FTE for funding-contingent faculty are allowed by mutual agreement or change in  
314 funding, programmatic need, or performance.



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3 UNIVERSITY OF OREGON MEDIATION PROPOSAL PACKAGE (3/3/2025.v2)  
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21 **ARTICLE 17. ASSIGNMENT OF PROFESSIONAL RESPONSIBILITIES**  
22

23 **Preamble.** The University and the Union recognize that, given the diverse nature of the work  
24 performed by bargaining unit faculty members, the varying types of appointments, and the needs  
25 of the university, the weighting of assignments and the particulars of individual assignments will  
26 vary both between and within units. The University and the Union also recognize that each  
27 bargaining unit faculty member has the obligation to devote their best efforts to the university,  
28 and particularly to students; to perform all duties with professionalism and diligence and in  
29 accordance with the standards appropriate in AAU institutions; to act ethically and in compliance  
30 with the accepted professional standards; to account for all money or property received; to use  
31 money and property only for lawful purposes and in accordance with policy; to treat confidential  
32 information as confidential; to cooperate with the university with regard to investigations, audits,  
33 and legal proceedings; and to represent the university with professionalism.  
34

35 **Section 1.** The faculty in each department or unit will maintain unit-level professional  
36 responsibilities policies in accordance with Article 4. Assignment of professional responsibilities  
37 may consist of some combination of instructional activities (including class preparation,  
38 classroom teaching, evaluation of student work, advising and mentoring, and various forms of  
39 communication with students); research, scholarship, and creative activity; service within the  
40 department, school, college, institute, libraries, or the University; service to external  
41 organizations or communities; and professional development activities.  
42

43 **Section 2. Workloads.** A bargaining unit faculty member's particular workload shall be  
44 assigned in accordance with their position description and unit-level policy. Assignments shall  
45 reflect:  
46

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- 47 a. The instruction, research, and service needs of the university and its departments,  
48 institutes, centers and other academic units;  
49  
50 b. The bargaining unit faculty member's qualifications, ~~and~~ expertise, and potential to  
51 acquire the appropriate expertise;  
52  
53 c. The bargaining unit faculty member's evolving professional interests;  
54  
55 d. Generally accepted practices in the field; and  
56  
57 e. A realistic balance of duties consistent with the criteria for review.  
58  
59 f. Funding-contingent bargaining unit faculty members will not be assigned duties not  
60 covered by their funding source(s). Evaluations will solely be on funded and assigned  
61 duties.

62  
63 ~~All Career instructional bargaining unit faculty members at 1.0 annualized FTE shall be assigned~~  
64 ~~at least .2 FTE for professional development and service.~~

65  
66 ~~All bargaining unit faculty members in instructional classifications and categories at 1.0~~  
67 ~~annualized FTE shall be assigned at least 0.1 FTE for professional development. Bargaining unit~~  
68 ~~faculty members teaching nine or more classes with 1.0 FTE shall have their course load reduced~~  
69 ~~by one course to allow FTE for professional development.~~

70  
71 ~~All bargaining unit faculty members in instructional classifications and categories at 1.0~~  
72 ~~annualized FTE shall be assigned at least 0.1 FTE for service expectations.~~

73  
74 **Section 3. Assignments.** The Office of the Provost shall be ultimately responsible, subject to  
75 delegation, for the assignment of all bargaining unit faculty members' professional  
76 responsibilities.

77  
78 Bargaining unit faculty members shall be afforded the opportunity to meet with their department  
79 or unit head annually, before responsibilities are assigned, to discuss the bargaining unit faculty  
80 member's preferences regarding assignments for teaching, research/~~creative work~~, service and  
81 other professional responsibilities as set forth in this Article, and the member's anticipated  
82 resource needs. At the bargaining unit faculty member's request, their caregiving responsibilities  
83 shall be considered in the scheduling of assignments.

84  
85 The department or unit head may modify scheduled assignments, provided they discuss changes  
86 with the bargaining unit faculty member before they are made and that changes are not made for  
87 arbitrary or capricious reasons. Bargaining unit faculty members shall be given as much notice as  
88 possible about potential changes to their scheduled assignments.

89  
90 Bargaining unit faculty members may request ~~to adjust~~ adjustments to schedules or assignments,  
91 ~~which shall not be unreasonably denied.~~

92

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93 **Section 4.** Each bargaining unit faculty member must be fully engaged in teaching,  
94 research/~~creative work~~, and service work for the university to the extent of their appointment,  
95 and must be engaged in work or reasonably available for work for the entirety of the term for  
96 which the bargaining unit faculty member is employed unless on approved leave. ~~There is no~~  
97 ~~expectation that a faculty member engage in service work for the University outside of their~~  
98 ~~contract period, and A bargaining unit faculty member's election to not engage in service work~~  
99 ~~outside of their contract period shall not be considered in the assessment and review of their~~  
100 ~~performance.~~ Should a Career or Limited Duration faculty member choose not to engage in  
101 service work outside of their appointment period, their reviews will not be negatively impacted.  
102

103 **Section 5. Impact of Enrollment on Tenure-Track and Tenured and Career Faculty**  
104 **Assignments.** In the event of course cancellation for insufficient enrollment:  
105

106 ~~{Acceptance of lines 99-104 is contingent upon the administration accepting the Union's~~  
107 ~~language in lines 129-132 on overload appointments}~~  
108

- 109 a. The University will work with the affected faculty member to determine if it is possible  
110 to replace the course assignment with an equivalent course assignment within the same  
111 academic year. The assignment of an equivalent course pursuant to the Section shall not  
112 be considered an overload assignment. ~~Except by mutual agreement, a bargaining unit or~~  
113 ~~as the result of an unsuccessful development plan, TT faculty will not be expected to~~  
114 ~~teach more than two courses (3-5 credit courses) in a term. and Career Except by mutual~~  
115 ~~agreement, Except by mutual agreement, a Career faculty member will not be expected to~~  
116 ~~teach more than three courses (3-5 credit courses) in a quarter term unless the faculty~~  
117 ~~member agrees.~~  
118  
119 b. If it is not possible to replace the course assignment within the same academic year, the  
120 department may provide an equivalent, alternative assignment ~~or combination of~~  
121 ~~assignments~~ consistent with the department's workload policy. Examples of such work  
122 include but are not limited to the following: advising; determining course equivalencies  
123 for transfer credit; assessment projects; curriculum development; substitute teaching;  
124 recruiting for study abroad programs; and course development for future years. The  
125 equivalent, alternative assignment must be completed during the same term the canceled  
126 course was scheduled.  
127  
128 c. If assignments cannot be made under (a) and (b) of this section, the bargaining unit  
129 faculty member shall be assigned faculty-related work by the Dean's office.  
130

131 **Section 6. Overloads.** An overload assignment is (1) an assignment that is in addition to the  
132 bargaining unit faculty member's regular assignment and FTE status; (2) a one-time or limited  
133 assignment, made or approved by the Office of the Provost, that is in addition to or different  
134 from regular or usual assignments for the member's classification and rank; or (3) assignments  
135 unrelated to the bargaining unit faculty member's primary job responsibilities. ~~;~~ ~~or (4) work~~  
136 ~~normally completed by a GE~~  
137

138 Overload appointments, except those with alternative compensation models, will be assigned an

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- 139 FTE percentage commensurate with normal workload duties and compensated accordingly.  
140 Bargaining unit faculty members may request that overload compensation take the form of a  
141 course release as follows: ~~when the~~  
142 a. ~~When overload duties are completed in Fall or Winter, the course release must should-be~~  
143 ~~taken in the same academic year as the overload duties unless authorized by the Office of~~  
144 ~~the Provost if practicable.~~  
145 b. ~~When overload duties are completed in the Spring, the course release must should-be~~  
146 ~~taken the following Fall term unless authorized by the Office of the Provost. academie~~  
147 ~~year. release, or within one year of the release.~~

148  
149 No bargaining unit faculty member may be disciplined or terminated for refusing an overload  
150 assignment.

151  
152 Appointments for which compensation is paid, in whole or in part, with ~~sponsored federal~~ funds  
153 may be ineligible for overload appointment or compensation.

154  
155 ~~Section 7. Bargaining unit faculty members will be eligible to buy out courses with external~~  
156 ~~grant funds or other research funds at the rate of 10% of their base salary.~~

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18 **ARTICLE 28. MISCELLANEOUS BENEFITS**

19  
20 **Section 1.**

- 21
- 22 a. All bargaining unit faculty members shall have equal access to the miscellaneous  
23 benefits and services provided by the University to all faculty and Officers of  
24 Administration as of the effective date of this Agreement, including, but not limited to:
- 25
- 26 i. LTD Bus Ridership Program;
  - 27 ii. Parking permit;
  - 28 iii. Full faculty access to the University of Oregon Libraries services and collections;
  - 29 iv. Discounts on athletic tickets;
  - 30 v. All EMU facilities, programs, and services;
  - 31 vi. Select services through the University Health Center.
- 32
- 33 b. Bargaining unit faculty members with appointments 0.50 FTE or greater shall have equal  
34 access to the miscellaneous benefits and services provided by the University to all faculty  
35 and Officers of Administration, including, but not limited to:
- 36
- 37 i. Tuition discounts provided through tuition discount program ~~at the University of~~  
38 ~~Oregon for up to 16 credits per term;~~
  - 39 ii. Professional Development Opportunity Fund;
  - 40 iii. TriMet annual pass for those whose employment base is Portland and who satisfy  
41 the program eligibility requirements. TriMet annual passes are subject to change  
42 in benefit offering, program terms, and eligibility requirements.
- 43
- 44 c. Bargaining unit faculty members will be subject to any changes in the cost charged to all  
45 other faculty and Officers of Administration for these benefits and services.
- 46

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47 **Section 2.** The University shall provide all reasonable assistance to employees in securing  
48 federal student loan forgiveness, where applicable.

49  
50 **Section 3.** Bargaining unit faculty members who are using the tuition discount for the  
51 undergraduate education of a dependent child will be entitled to a second, concurrent tuition  
52 discount for a dependent child to attend undergraduate programs at the University of Oregon.  
53 The terms, conditions, eligibility requirements, and discount available applicable to this  
54 additional tuition discount will be the same as the terms, conditions, eligibility requirements,  
55 and discount available under the tuition discount program. ~~If both parents of a dependent child  
56 are bargaining unit faculty members, a full tuition waiver will be granted at the University of  
57 Oregon.~~

58  
59 ~~Faculty members who have worked for the University of Oregon for 20 years or more, and  
60 have since retired or left employment in good standing, will remain eligible for a tuition  
61 discount for the undergraduate education of one dependent child at the University of Oregon.~~

62  
63 ~~No undergraduate programs taken in residence shall be considered an excluded program. The  
64 tuition discount for credits taken at the University of Oregon shall not be less than 70 percent of  
65 the resident undergraduate tuition for bargaining unit faculty members.~~

66  
67 **Section 4.** All fees associated with applying for or renewing an H-1B or J1 visa will be paid for  
68 by the University on behalf of bargaining unit faculty members.

69  
70 **Section 5.** All departments or units that fail to meet paperwork deadlines relevant to H-1B or J1  
71 visas or otherwise cause a bargaining unit faculty member to miss deadlines by not supplying  
72 required paperwork in a timely manner will pay the Premium Processing fee to expedite the  
73 processing of the visa paperwork.

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1 **UNIVERSITY OF OREGON MEDIATION PROPOSAL PACKAGE (3/25/2025)**

2 UNIVERSITY OF OREGON MEDIATION PROPOSAL PACKAGE (3/13/2025)

3 UNIVERSITY OF OREGON MEDIATION PROPOSAL PACKAGE (3/3/2025)

4 UNITED ACADEMICS FINAL OFFER (2/25/2025)

5 UNIVERSITY OF OREGON PACKAGE PROPOSAL (12/5/2024)

6 UNIVERSITY OF OREGON COUNTERPROPOSAL (7/2/2024)

7 UNITED ACADEMICS COUNTERPROPOSAL (5/23/2024)

8 UNIVERSITY OF OREGON COUNTERPROPOSAL (5/2/2024)

9 UNITED ACADEMICS COUNTERPROPOSAL (4/18/2024)

10 UNIVERSITY OF OREGON COUNTERPROPOSAL (2/15/2024)

11 UNITED ACADEMICS PROPOSAL (2/1/2024)

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13 **Document Key**

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15  
16 **ARTICLE 33. SABBATICAL**

17  
18 **Section 1.** A bargaining unit faculty member may apply for sabbatical leave for purposes of  
19 research, writing, advanced study, and travel undertaken for observation and study of conditions  
20 in our own or in other countries affecting the applicant’s field or related scholarly or professional  
21 activities. Sabbatical leave is granted to eligible bargaining unit faculty members when their  
22 application demonstrates they will use this period in a manner which will thereafter increase the  
23 applicant’s effectiveness to the university. Only the Office of the Provost can approve  
24 applications for sabbatical leave. ~~Applications by eligible bargaining unit faculty members shall~~  
25 ~~not be unreasonably denied.~~

26  
27 **Section 2. Eligibility.** To be eligible to apply for sabbatical a bargaining unit faculty member  
28 must have been successful in their most recent major review or have an approved development  
29 plan in which sabbatical leave will allow them to be successful in a subsequent review. A  
30 bargaining unit faculty member at 0.5 FTE or greater in the Tenure-Track and Tenured or Career  
31 classification at a promoted rank or in a single-rank category who will satisfy the timing  
32 requirements of Section 3 is eligible to apply for sabbatical leave.

33  
34 Bargaining unit faculty members with funding-contingent appointments, except those in the  
35 Research Professor category who satisfy the criteria above, are ineligible for sabbatical leave.  
36 Bargaining unit faculty members with an agreement to retire are ineligible for sabbatical.

37  
38 **Section 3. Timing.** Approved sabbatical leave may be taken by a bargaining unit faculty member  
39 after having been continuously employed at the university in a Tenure-Track and Tenured or  
40 Career position for 18 quarters (excluding Summer Session) or, in the case of 12-month faculty,  
41 72 months, which will be measured from their start date in an eligible classification or the  
42 beginning of the quarter or month following their most recent sabbatical.

43  
44 Employment shall be considered continuous whether or not interrupted by one or more  
45 authorized leaves of absence other than a sabbatical leave. The minimum timing for sabbatical  
46 eligibility will be increased by the length of leave without pay taken by a bargaining unit faculty  
47 member. An authorized leave of absence will not prejudice the bargaining unit faculty member’s

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48 approval for sabbatical leave.

49

50 Cases involving mixed terms of service may be adjusted by the Office of the Provost, in  
51 accordance with the principles set forth in this Article.

52

53 **Section 4. Applying for Sabbatical.** Applicants for sabbatical leave must present a careful  
54 statement of plans for the leave period and a justification of the leave in terms of the criteria  
55 stated above. Sabbatical plans must include a description of work and outcomes closely aligned  
56 with the applicant’s position and scope of duties. The request must be accompanied by an official  
57 application form, a curriculum vitae, and a description of current teaching; scholarship, research,  
58 and creative activity; service; and other professionally relevant activities, and a copy of the  
59 report on the applicant’s last sabbatical described in Section 8 (if this is not the applicant’s first  
60 sabbatical).

61

62 **Section 5. Delays.** In consultation with a bargaining unit faculty member, a sabbatical leave may  
63 be delayed for up to two years by the Office of the Provost for reasons of institutional  
64 convenience. *Such notice shall be delivered in writing by the Office of the Provost to faculty  
65 members with an indication of subsequent eligibility.* In such instances the faculty member will  
66 become eligible for a succeeding sabbatical leave after an equivalently reduced period of years.  
67 ~~Special consideration shall be given to bargaining unit faculty members awarded fellowships that  
68 cannot be postponed beyond the period for which they were awarded.~~

69

70 **Section 6. Duration and FTE.** Bargaining unit faculty members may apply for sabbatical with  
71 the durations specified below. Sabbatical must be taken in consecutive terms. FTE while on  
72 sabbatical is calculated as follows:

73

74 *Maximum Sabbatical FTE x Annualized FTE Rate = Actual Sabbatical FTE*

75

76 Maximum FTE corresponds to the sabbatical duration in the table below. The annualized FTE  
77 rate is the regular annualized FTE of the bargaining unit faculty member. FTE for a given  
78 sabbatical cannot exceed a bargaining unit faculty member’s regular annualized FTE.

79

Sabbatical Duration	Maximum Sabbatical FTE
One academic year (9-month appointments); or Nine to twelve months (12-month appointments)	60% <del>75-70%</del>
Two-terms (9-month appointments); or Five to eight months (12-month appointments)	75% <del>85-80%</del>
One-term (9-month appointments); or Zero to four months (12-month appointments)	100%

80

81 **Section 7. Remaining Course Load.** Bargaining unit faculty members who take a one- or two-  
82 term sabbatical will have the following remaining course load for the academic year impacted by  
83 sabbatical leave:

84

Base Course Load	Remaining Course Load	
	One-Term Sabbatical	Two-Term Sabbatical



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12	8	4
11	7	3
10	6	3
9	6	3
8	5	2
7	4	2
6	4	2
5	3	1
4	2	1
3	2	1
2	1	0
1	0	0

85

86 **Section 8. Sabbatical Report.** At the end of the sabbatical leave, the bargaining unit faculty  
87 member shall submit a report of the accomplishments and benefits resulting from the leave to the  
88 department head, the dean, and the Provost.

89

90 **Section 9. Return Service Requirement.** Each bargaining unit faculty member, in applying for  
91 sabbatical leave, shall sign an agreement to return to the university for a period of at least one  
92 year's service, at or above their annualized FTE rate in Section 6, on completion of the leave.  
93 This one year of service cannot be fulfilled post-retirement. If a bargaining unit faculty member  
94 fails to fulfill this obligation, they shall repay the full salary paid during the leave plus the health  
95 care and retirement contribution paid by the University on their behalf during the leave. This  
96 amount is due and payable three months following the date designated in the sabbatical  
97 agreement for the faculty member to return to the university.

98

99 A signed sabbatical agreement is not a guarantee of post-sabbatical FTE or continued  
100 employment. If, at the University's initiative, a bargaining unit faculty members' post-sabbatical  
101 FTE is reduced, they are laid off (not for cause), **terminated (not for cause)**, or they are hired or  
102 moved into a different role at the university, their return service obligation will be considered  
103 fulfilled.

104

105 **Section 10. Supplementing of Sabbatical Incomes.** To the extent approved in writing by the  
106 Office of the Provost, bargaining unit faculty members on sabbatical leave may supplement their  
107 sabbatical salaries to a reasonable degree, provided that such supplementation strictly conforms  
108 to the stated and approved purposes of the sabbatical leave.

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UNIVERSITY OF OREGON MEDIATION PROPOSAL PACKAGE (3/3/2025)

UNITED OF OREGON FINAL OFFER (2/25/2025)

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**ARTICLE 45. NEGOTIATION OF SUCCESSOR AGREEMENT**

**Section 1.** For the purpose of negotiating a successor Agreement, the Union will send written notice to the University no later than 180 days prior to the expiration of this Agreement indicating its desire to negotiate a successor Agreement.

**Section 2.** Prior to commencement of negotiations, the Union and the University shall provide written notice to the other specifying those subjects or sections of the Agreement proposed to be reopened and new subjects for negotiation.

New issues may be proposed by either party at the first meeting where proposals are exchanged or later by mutual agreement. Those sections of this Agreement not reopened by said notices or by subsequent mutual agreement shall automatically become a part of any successor Agreement. Negotiation of the successor Agreement shall begin no later than 150 days prior to the expiration of this Agreement or such date thereafter as may be mutually agreed upon by the parties.

**Section 3.** The Union agrees to schedule a ratification vote by the membership within two weeks, excluding finals week, of the date of signing a tentative agreement with the University on a successor Agreement. If the parties reach agreement during the summer, the parties may mutually agree to delay ratification of the Agreement until the second week of Fall term.

**Section 4.** This Agreement will expire on June 30, ~~2027~~ 2024. The parties will comply with the applicable provisions of ORS Chapter 243 in negotiating a successor Agreement and with regard to rights, obligations, and procedure if a successor Agreement is not signed prior to the expiration of this Agreement.

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1 UNIVERSITY OF OREGON MEDIATION PACKAGE PROPOSAL (3/25/2025)  
2 UNIVERSITY OF OREGON MEDIATION PACKAGE PROPOSAL (3/13/2025)  
3 UNIVERSITY OF OREGON MEDIATION PACKAGE PROPOSAL (3/3/2025.v2)  
4 UNITED ACADEMICS MEDIATION PACKAGE PROPOSAL (3/3/2025)  
5 UNIVERSITY OF OREGON MEDIATION PACKAGE PROPOSAL (3/3/2025)  
6 UNIVERSITY OF OREGON FINAL OFFER PROPOSAL (2/25/2025)  
7 UNIVERSITY OF OREGON PROPOSAL (4/18/2024)

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9 **Document Key**

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

11  
12 **APPENDIX 2: UNIT POLICY DEVELOPMENT GUIDELINES**

13  
14 These guidelines are for new units or departments in their policy development and existing units  
15 or departments in any unit-level policy revisions. Departments or units must follow the processes  
16 in Article 4 to develop or revise their unit-level policies. These guidelines should be read  
17 ~~alongside in-line with~~ the relevant articles.

18  
19 **Merit Review Policies:**

20  
21 Every unit will have a policy for distributing merit pool money to bargaining unit faculty  
22 members who meet ~~or exceed~~ expectations for teaching; research, scholarship, and creative  
23 activities; and service, in accordance with the unit's Article 17 professional responsibilities  
24 policy and individual faculty member's assigned duties. Criteria ~~for merit reviews are those~~  
25 ~~outlined in a department's or unit's review and promotion policies. should be clear and~~  
26 ~~consistent with those relevant to Article 19: Career Review and Promotion and Article 20:~~  
27 ~~Tenure Review and Promotion.~~ Policies should describe how individual merit increases are  
28 determined among faculty who meet expectations for merit raises, ~~it is expected that there will be~~  
29 ~~different levels of accomplishment in teaching, scholarship and creative activities, and service~~  
30 ~~that will correspond to different merit ratings in those categories and overall. the levels (meets or~~  
31 ~~exceeds, etc.) are used in determining individual merit increases.~~ Merit distributions should be  
32 given as a percentage of base salary, irrespective of FTE in any given review period, and not as a  
33 flat dollar amount.

34  
35  
36 **Professional Responsibilities Policies:**

37  
38 **Workload Expectations:** The faculty in each department or unit will maintain a written policy  
39 for the assignment of professional responsibilities. Unit-level policies shall define a 1.0 FTE  
40 workload for all instructional classifications, categories, and ranks employed by the department  
41 or program and shall address how each of the following items contribute to the overall FTE.  
42 Unit-level policies should reflect consideration for the equitable distribution of service across  
43 faculty.

44  
45 For non-instructional classifications and where Tenure-related, Career, or Limited Duration  
46 faculty are not aligned with the unit-level 1.0 FTE workload expectations, specific job

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47 descriptions should be developed to address the particular workload of the bargaining unit  
48 faculty member. Instructional faculty workloads will, in general, address the following:

- 49 a. Course load
- 50 b. Service expectations
- 51 c. Research, scholarship, and creative activity
- 52 d. Professional development related to teaching, research, and service
- 53 e. Undergraduate and graduate advising
- 54 f. Student contact and communication

55

56 **Assignment Considerations:** Workload policies should also describe a process for accounting  
57 for individual faculty needs when assigning workload. Factors to consider include, but are not  
58 limited to:

- 59 a. New course preparations
- 60 b. Balance of workload components based on faculty review, promotion and tenure,  
61 professional development expectations and agenda for research, scholarship, and creative  
62 activity
- 63 c. Administrative duties
- 64 d. Caregiving responsibilities at the request of the faculty member
- 65 e. Timing of activities (e.g., publication and grant deadlines, course load in given terms, and  
66 promotion review dates)
- 67 f. Job description

68

69

### 70 **Tenure, Review, and Promotion (Tenured and Tenure-Track):**

71

72 Each department or unit policy must articulate discipline specific review and promotion criteria  
73 within their review policies that clarify the expectations for faculty activity in research and  
74 scholarship for each review specified below.

75

76 **Reviews, Tenure, and Promotion:** Each department's or unit's tenure-track and tenured review  
77 criteria are intended to be consistent with those of other major research universities and shall  
78 include expectations, including the proportional weights, for each of the following, as defined by  
79 each department or unit:

80

- 81 a. Sustained high-quality, innovative research, scholarship, or creative work ~~/creative work~~  
82 in the faculty member's discipline, demonstrated through a record of concrete,  
83 accumulated research, scholarship, or creative work activity;
- 84 b. Effective, stimulating teaching that meets university-wide teaching standards established  
85 by the University Senate, to the extent applicable, in courses taught and in contributions  
86 to ensuring academic success for undergraduate and graduate students, as applicable;
- 87 c. Ongoing, responsible service and leadership to the faculty member's students and  
88 department, the university, the community, and the faculty member's professional  
89 discipline more broadly.

90

91

92

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93 Contributions to diversity, equity, and inclusion should be taken into account, as appropriate. ~~In~~  
94 ~~each of the areas above, unit-level policies should include must consider and define contributions~~  
95 ~~that demonstrably promote diversity, equity, and inclusion.~~

96  
97 **Promotion to Full Professor:** The criteria for promotion from associate professor to professor  
98 will consider the research, ~~scholarship, or creative work~~, teaching, and service by the candidate.  
99 ~~Each of the three areas should include contributions that demonstrably promote~~ Contributions to  
100 diversity, equity, and inclusion should be taken into account, as appropriate. ~~and contributions to~~  
101 ~~the promotion of diversity, equity, and inclusion by the candidate.~~ Additionally, criteria must  
102 require the candidate be recognized as an outstanding scholar or ~~creative practitioner~~ in their  
103 field, at least at the national level, with a sustained high-quality, innovative, trajectory of  
104 ~~research, scholarship, or creative work~~ ~~creative work~~, and require that the candidate have  
105 engaged in significant service demonstrating leadership and commitment both within and outside  
106 the candidate's department or unit.

107  
108 **Post-Tenure Reviews:** Unit-level criteria must be consistent with Article 20, Section 38.

- 109  
110 • ~~Third-year Post-Tenure Reviews~~ ~~and~~ must include a determination if the faculty member  
111 meets ~~,exceeds,~~ or does not meet expectations in their assigned duties. In general, an  
112 associate professor meets ~~or exceeds expectations~~ in a third-year review if they are on  
113 track for a successful promotion to full professor. In general, a full professor will meet or  
114 ~~exceed~~ expectations in a third-year review if they are on track to meet ~~or exceed~~  
115 expectations in their next sixth-year major review.
- 116 • ~~Sixth-year Post-Tenure Reviews~~ must include a determination if the faculty member  
117 meets ~~,exceeds,~~ or does not meet expectations in their assigned duties.

118  
119 Criteria for post-tenure reviews must recognize that the focus of a faculty member's professional  
120 activities may shift over time. As tenured full professors move through their careers, however,  
121 some may redirect their energies. Some may wish, for example, to devote proportionately more  
122 time to research/~~creative work~~, teaching, advising, administration, and University service than  
123 they did as assistant or associate professors. If that is the case and if the desired shift in balance is  
124 consistent with the ~~academic program areas~~, department's, unit's, and college's needs, a balance  
125 of activities not specified in the standard workload of the department or unit may be established  
126 by a written agreement between the faculty member and the department and approved by the  
127 appropriate dean and the Office of the Provost, as provided for in Article 17. Consequently,  
128 expectations and goals for individual faculty members may be changed to reflect the resulting  
129 balance of activities.

130  
131  
132 **Review and Promotion (Career and Limited Duration):**

133  
134 The faculty in each department or unit that employs Career and Limited Duration faculty will  
135 maintain written procedures and criteria for the review of Career and Limited Duration faculty,  
136 which must comport with Article 19 and the general guidelines below. ~~Should a Career or~~  
137 ~~Limited Duration faculty member choose not to engage in service work outside of their~~

138 appointment period, their reviews will not be negatively impacted.

139

140 Contributions to diversity, equity, and inclusion should be taken into account, as appropriate.

141 ~~Each of the areas below should consider contributions in teaching, research/creative work, and~~

142 ~~service that demonstrably promote diversity, equity, and inclusion. All faculty are expected to~~

143 ~~contribute to the University's goals regarding diversity, equity, and inclusion.~~ These

144 contributions may be in the areas of research/~~creative work~~, teaching, and service activities, as

145 appropriate given the faculty member's job duties. Each candidate for promotion and continuous

146 employment reviews should be evaluated on their own merits.

147

148 ***Instructional Career Performance Reviews:*** Criteria for Career instructional performance

149 reviews should reflect the following:

150 • To the extent applicable, in evaluating the performance of teaching, reviews must

151 consider at minimum information from Student Experience Surveys, peer review(s), and

152 the faculty member's Instructor Reflection surveys and/or teaching statements for the

153 review window. For instructional Career faculty, student experience surveys will be

154 offered for all courses with five or more students, which will be considered in light of the

155 response rate. Instructional Career faculty are expected to undergo at least one peer

156 review of teaching per review window. The department or unit will establish a time frame

157 for notification to the Career faculty member before a peer review is conducted.

158 • To the extent applicable, Career instructional faculty will be reviewed based on their

159 service. Service is defined in unit level rules and may include activities performed for the

160 unit, University, field, and community.

161 • To the extent applicable, Librarians will be reviewed for demonstrated achievement in

162 their professional roles in the Library.

163 • To the extent applicable, in evaluating the performance of required professional

164 development activities, the review will consider the availability of professional

165 development funds, opportunities for professional development, and the Career

166 instructional faculty member's efforts to secure funding (if applicable).

167 • To the extent applicable, the evaluation of scholarship, research, and creative activity will

168 include an assessment of work quality, impact on the field nationally and internationally,

169 and overall contribution to the discipline or program.

170

171 ***Instructional Limited Duration Faculty Performance Reviews:*** Units that employ instructional

172 faculty in Limited Duration classifications should establish a performance review framework for

173 limited duration faculty that aligns with the scope, duration, and duties of their appointments.

174 Performance reviews for limited duration faculty should, except in cases where units specify

175 otherwise, typically be informal and conducted annually.

176

177 ***Instructional Career Promotion and Continuous Employment Reviews:*** Criteria for promotion

178 and continuous employment reviews should reflect the general expectations appropriate to each

179 category and rank employed by the department or unit, which should be consistent with the

180 department's or unit's professional responsibilities policy and must allow for differentiation

181 based on the particular duties and position descriptions of review candidates. Generally, a

182 sustained record of excellence in the following areas, as appropriate, is expected:

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- 183 • Quality and versatility of teaching: Career instructional faculty must possess the ability to  
184 teach effectively at multiple levels in undergraduate and/or graduate courses but will be  
185 assessed on their effectiveness in the courses they have been assigned to teach.
- 186 • Service: Career instructional faculty will demonstrate regular participation in the business  
187 of the department or unit and the University (e.g., committee work).
- 188 • Administrative Duties: Career instructional faculty will demonstrate evidence of  
189 excellence in development and maintenance of any additional administrative duties  
190 assigned to them beyond regular department service.
- 191 • Commitment to the profession: Career instructional faculty should demonstrate evidence  
192 of professional activities that help them stay current in both course content and  
193 instructional methodology. Other activities that promote professional growth are also  
194 relevant (e.g., conference and workshop attendance, scholarly activities such as materials  
195 development, development of assessment tools, etc.).  
196

197 **Research Career Performance Reviews:** Criteria for Career research performance reviews  
198 should reflect the following:

- 199 • Career research faculty will be reviewed to assess the quality of work performed and the  
200 outcomes of their contributions to the research program. To the extent applicable, the  
201 evaluation of scholarship, research, and creative activity will include an assessment of  
202 work quality, impact on the field nationally and internationally, and overall contribution  
203 to the discipline or program.
- 204 • As applicable, Career research faculty will be reviewed based on their service. Service is  
205 defined in unit level rules and may include activities performed for the unit, University,  
206 field, and community.
- 207 • As applicable, Career research faculty will be reviewed based on their performance of  
208 required professional development activities, the review will consider the availability of  
209 professional development funds, opportunities for professional development, and the  
210 Career research faculty member's efforts to secure funding (if applicable).  
211

212 **Research Limited Duration Faculty Performance Reviews:** Units that employ research faculty  
213 in Limited Duration classifications should establish a performance review framework for limited  
214 duration faculty that aligns with the scope, duration, and duties of their appointments. Review  
215 considerations will typically mirror those of Career research faculty as appropriate.  
216

217 **Research Career Promotion and Continuous Employment Reviews:** Criteria for promotion and  
218 continuous employment reviews should reflect the general expectations appropriate to each  
219 category and rank employed by the department or unit, which should be consistent with the  
220 department or units' professional responsibilities policy and must allow for differentiation based  
221 on the particular duties and position descriptions of review candidates. Position-specific criteria  
222 will be based on the most important professional responsibilities as described in a faculty  
223 member's position description to accommodate a wide range of research activities and  
224 expectations. Evaluations of research faculty funded by sponsored projects will also reflect the  
225 activities that they have been funded to do.  
226  
227

228 **Summer Session Policies:**

229  
230 Every unit will have a policy for the appointment, professional responsibilities, course  
231 cancelation, and compensation for Summer Session work. Appropriate programs, like Global  
232 Education Oregon (GEO), may also implement summer session appointment policies. Programs  
233 with summer session policies may also include rules with respect to compensation, appointment,  
234 and budgeting.

235  
236

237 **Professional Development Policies:**

238  
239 Every unit will have a policy setting forth the procedures and criteria for applying for and/or  
240 distributing available professional development funds. Policies must (a) provide that both Career  
241 and Tenure-Track and Tenured bargaining unit faculty members are eligible to compete for  
242 professional development funds and (b) comply with all provisions of the collective bargaining  
243 agreement. Centers, institutes, or units not embedded in an academic unit and comprised of a  
244 majority of funding-contingent faculty members are exempt from the unit-level professional  
245 development policy requirements.

246  
247

248 **Internal Governance Policies:**

249  
250 Policies for internal governance must include provisions for appropriate documentation of  
251 decisions and for the appropriate and equitable participation of faculty in the Tenure-Track and  
252 Tenured and Career classifications in governance and the development of departmental or unit  
253 policies.

- 254 a. The participation must be appropriate. Appropriate participation includes, but is not  
255 limited to, departmental activities such as unit meetings, voting, and committee  
256 membership. There must be documented and legitimate structural, pedagogical, or  
257 programmatic reasons for determining that a class of faculty (TTF or Career), a particular  
258 classification, a particular rank, or a particular FTE level should not participate in a  
259 particular aspect of governance.  
260
- 261 b. When participation is appropriate, it must also be equitable. Equitable participation  
262 requires a level of parity that allows TTF and Career faculty in a department or unit to  
263 have a meaningful role in governance. Equitable participation does not mean that  
264 governance roles for every faculty member must be exactly the same or that there must  
265 be absolute proportionality in governance for all faculty classifications and ranks.  
266
- 267 c. Career faculty whose teaching is primarily at the undergraduate level (e.g. instructors)  
268 may participate and vote on undergraduate curricular matters. Career faculty whose  
269 teaching is primarily at the graduate level (e.g. lecturers) may participate and vote on  
270 graduate curricular matters. Career faculty whose teaching is routinely at both levels, may  
271 participate and vote at both levels.



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1 UNIVERSITY OF OREGON MEDIATION PROPOSAL PACKAGE (3/25/2025)

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3 UNIVERSITY OF OREGON MEDIATION PACKAGE PROPOSAL (3/3/2025)

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5 UNITED ACADEMICS COUNTERPROPOSAL (5/23/2024)

6 UNIVERSITY OF OREGON COUNTERPROPOSAL (4/18/2024)

7 UNITED ACADEMICS PROPOSAL (3/14/2024)

8  
9 **Document Key**

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

11  
12 ~~Article XX. Researcher Support~~

13  
14 ~~Section 1. Bridge Funding Pool.~~ Effective September 16, 2025, the University shall make  
15 available annually a pool of funds equivalent to 3% of the previous year's recovered F&A, for  
16 the purposes of providing bridge funding to assist eligible research faculty who are between  
17 externally funded research grants. Research bridge funding can include up to nine months of  
18 salary support for essential personnel and operational expenses. Bridge funding may not be used  
19 for the purposes of supporting summer salary for a 9-month employee.

20  
21 ~~The University is not obligated to distribute the entirety of this pool in a given fiscal year. Any~~  
22 ~~unspent funds shall remain in reserve for the following fiscal year. Decisions to award bridge~~  
23 ~~funding and the amount of support to be given to a particular applicant will be made by the~~  
24 ~~Office of Research and Innovation in consultation with the Dean of the college and the center or~~  
25 ~~institute director, if applicable. Requests for bridge funding will not be unreasonably denied~~  
26 ~~when bridge funding for the fiscal year is still available.~~

27  
28 ~~Bargaining unit faculty members whose FTE is reduced due to loss of funding will be eligible to~~  
29 ~~apply for bridge funding. When a faculty member employed at 0.50 FTE or greater in a position~~  
30 ~~supported by external funding has their FTE reduced below 0.50 due to loss of funding, they will~~  
31 ~~be eligible to apply for bridge funding and will be prioritized in the selection process.~~

32  
33 ~~The University shall submit a report to the Union annually that details how bridge funds were~~  
34 ~~distributed, denial of requests for funding, and remaining fund balance.~~

35  
36 ~~Section 2. Should CBA mandated salary increases exceed the limits on raises allowable or~~  
37 ~~budgeted on a particular grant, the University shall fund the difference.~~

38  
39 ~~Section 3. As part of research faculty annual reviews, the research faculty member and their~~  
40 ~~supervisor shall review the member's job description and update it to reflect the member's~~  
41 ~~current responsibilities. Research faculty members may initiate a review of their job description~~  
42 ~~with their supervisor once per calendar year outside of their annual review.~~

43  
44 ~~At the time of review, if the research faculty member's job description changes, the member may~~  
45 ~~request either an expansion of duties with a pay action review or an expansion of duties with no~~  
46 ~~pay action review, as outlined on the Human Resources webpage. Should the expansion of duties~~  
47 ~~with pay action be denied due to lack of funding, the request shall become an expansion of duties~~

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48 ~~with no pay action. Should the expansion of duties request be denied, a written explanation for~~  
49 ~~the denial shall be provided to the research faculty member within 30 days.~~

50

51 ~~**Section 4.** The University shall provide Career research faculty with FTE and salary support for~~  
52 ~~any professional duties and responsibilities assigned in job descriptions or unit policies but not~~  
53 ~~covered by external funding.~~










# TA Package - 16, 17, 28, 33, 45, RS, X2 - 2025.03.27

Final Audit Report

2025-03-27

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