

**Tentative Agreement (3/30/2025)**

**ARTICLE 26. SALARY**

**Section 1. FY25 One-Time Payment and Salary Increase.** All active bargaining unit faculty members will receive a one-time payment of \$2,000 ~~\$1,850~~ ~~\$1,850~~ ~~\$1,700~~ (prorated based on their FTE). Additionally, all active bargaining unit faculty members, except for Postdoctoral Scholars, will receive a 4.5% increase to base salary. If ratification of this Agreement takes place on or before the 15<sup>th</sup> of a month, the increase will be applied back to the 1<sup>st</sup> of the ratification month, if ratification takes place after the 15<sup>th</sup> of a month, the increase will be applied the 1<sup>st</sup> of the month following ratification.

**Section 2. FY26 Tenured, Tenure-Track, and Career Salary Increases:**

- a. **Across the Board Increase.** Bargaining unit faculty members in the Tenured and Tenure-Track and Career classifications who held a UO faculty appointment in FY25 will receive a 3.25% increase to base salary effective September 1, 2025.
- b. **Career Instructional Equity Study Pool.** The University will establish a pool equaling 2.0% of the salary base of those covered by the Career Instructional Faculty Internal Equity Study that was agreed to between the parties on August 1, 2022. Resources from this pool will be distributed based on the determinations from the study and increases will be effective September 16, 2025. Any funds remaining in the pool will be added to the Career instructional classification across the board ~~increase merit pool~~ in FY27 for the corresponding units.
- c. **Career Research Faculty Additional Increase.** Bargaining unit faculty members in Career research categories will receive an additional 1.0% increase to base salary consistent with subsection a.

**Section 3. Merit FY27 Tenured, Tenure-Track, and Career Salary Increases ~~Merit (FY26 and FY27).~~**

- a. **Career Across the Board Increase.** Bargaining unit faculty members in the Career classification who held a UO faculty appointment in FY26 will receive a 3.0% increase to base salary effective September 1, 2026. ~~a. Across the Board Increase. On January 1, 2025, bargaining unit faculty members in the Tenured and Tenure Track and Career classifications who held a UO faculty appointment on or before July 1, 2024, shall receive an increase to base salary of 4% 3%. b.~~
- b. **Tenured and Tenure-Track Across the Board and Merit Salary Increases.**
  - TTF Across the Board Increase.** Bargaining unit faculty members in the tenured and tenure-track classification who held a UO faculty appointment in FY26 will receive a 2% increase to base salary effective September 1, 2026. This 2% is in exchange for agreeing to a TRP sunset date in Article 31.

**TTF Merit Increase.** In addition to the meritorious salary increases associated with

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47 successful promotion, tenure, and six-year-post-tenure reviews, the University will  
48 establish a unit-based pools of 3.0% of 3%–6% for salary increases effective September 1,  
49 2026 to be distributed solely as merit to eligible bargaining unit faculty members in the  
50 Career and Tenure-Track and Tenured classifications as follows: ~~Tenured and Tenure-~~  
51 ~~Track Classification: 5.0% merit pool. This pool is composed of 3.0% under the annual~~  
52 ~~increases of this Agreement and an additional 2.0% in exchange for agreeing to a TRP~~  
53 ~~sunset date in Article 31. The minimum merit increase for eligible bargaining unit faculty~~  
54 ~~members meeting expectations will be at least 2.0%. c. Career Classification: 3.0% merit~~  
55 ~~pool. Instructional units covered by the Career Instructional Equity Study Pool may~~  
56 ~~receive additional funds consistent with Section 2.b.~~

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58 Total unit-based pool amounts will be determined based on the total base salary (prorated  
59 for FTE) for eligible faculty members in each group as of May 31–October 31 preceding  
60 the increase date. ~~2023–2026 and increases will be effective January 1, 2024–2027.~~

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62 **a-Eligibility:** To be eligible for merit, the faculty member must have an appointment on  
63 or before December 16, 2025–July 1, 2026 preceding the increase date, ~~2023–2026~~. Merit  
64 reviews will be based on the work performed by the faculty member since the faculty  
65 member’s last merit review or since the faculty member’s start date, if the faculty  
66 member was hired during the last review period, and ~~must~~ ~~may~~ take into account the  
67 length of service over the review period. ~~Units may establish different review periods in~~  
68 ~~their respective unit level policies.~~

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70 **b-Distribution:** Merit distributions should be given as a percentage of base salary,  
71 irrespective of FTE in any given review period, and not as a flat dollar amount, unless the  
72 unit has Office of the Provost approval for the distribution. Unit level merit policies must  
73 include criteria for determining whether faculty members ~~exceed,~~ meet, or do not meet  
74 expectations in teaching, service, and research, as applicable, and a methodology for  
75 determining when faculty meet expectations overall based on their ratings in those areas.  
76 Unit level policies will be expected to describe how different levels of accomplishment in  
77 teaching, scholarship and creative activities, and service will correspond to different  
78 merit ratings in those categories and overall. ~~Among faculty who meet expectations for~~  
79 ~~merit raises, it is expected that there will be different levels of accomplishment in~~  
80 ~~teaching, scholarship and creative activities, and service that will correspond to different~~  
81 ~~merit ratings in those categories and overall.~~ Bargaining unit faculty members having a  
82 review related increase (Section 6) applied on the same date as the merit increase will  
83 have the merit increase applied to their base salary first and then the promotion increase  
84 will be applied.

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86 **Section 4. Limited Duration Continuing Appointment Increases (FY26 & FY27).** Bargaining  
87 unit faculty members in the Pro Tem, Visiting, and Retired classifications who both hold an  
88 appointment on the corresponding increase date specified below and held a UO faculty  
89 appointment in the academic and/or fiscal year preceding the corresponding increase date, shall  
90 receive an increase to base salary as follows:

- 91 a. September 1, 2025–January 1, 2026: 2.0% increase to base salary;
- 92 b. September 1, 2026–January 1, 2027: 2.0% increase to base salary;

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~~**Additional Tenure Reduction Program (TRP) Sunset TTF Salary Increases.** In exchange for agreeing to a TRP sunset date in Article 31, ending all new signups September 15, 2025, bargaining unit faculty members in the Tenured and Tenure Track classification will have the FY27 merit pool increased by 2.0% (for a merit pool totaling 5%).~~

~~{Merit table from previous admin proposal deleted for clarity} **Section 1. January 2022 2025 Across the Board Increase.** Eligible bargaining unit faculty members will receive a 5% 9.4% 9.14.% 8.5% increase to base salary effective January 1, 2022 2025. Eligible bargaining unit faculty members are those with an appointment as of October 31, 2021 2024.~~

~~**Section 2. January 2023 2026 Across the Board Increases.** Eligible bargaining unit faculty members will receive a 2% 4.4% 4.3% 3.62% increase to base salary effective January 1, 2023 2026. Eligible bargaining unit faculty members are those with an appointment as of October 31, 2022 2025. In addition, the University will establish a pool of 2.5% 2.44% of bargaining unit faculty salaries to address external equity issues, and a unit-based pool of 2.5% 2.44% to address internal equity issues. Total pool amounts will be determined by the total base salary (prorated for FTE) for eligible faculty members in each group as of October 31, 2025. All equity-based salary increases will be effective January 1, 2026. Any funds from the equity pools that are not allocated as equity raises or for units/ranks for which there is no comparator data will be distributed as across the board raises of 2.5% 2.44%. **a. External equity:** “External equity” issues refer to the pattern of differences between average salaries for units (by rank) at the University and average salaries for similar units/ranks at other public universities in the Association of American Universities. The Joint Committee on Equity (see Section 13) shall be responsible for constructing policies and procedures for guiding the distribution of monies in the external equity raise pool to address this pattern of differences according to the following principles: The goal of these raises is to increase by the most the average salaries of those faculty in units/ranks that are farthest from their AAU public comparators. If the pool is insufficient to raise all unit/rank averages to the external comparator levels, the Joint Committee shall prioritize increases for those units/ranks that are farthest from the comparators. Within units/ranks, raises shall prioritize those most underpaid in comparison to external comparators. **b. Internal equity:** “Internal equity” issues refer to a pattern of differences, including compression and inversion among salaries within units and time in rank. The Joint Committee on Equity (see Section 13) shall be responsible for constructing policies and procedures to guide the distribution of monies in the internal equity raise pool. In determining differences in pay, the Joint Committee will account for the University Senate’s study on service, situations of protected classes of faculty, and the Oregon Equal Pay Act. Processes shall include appropriate data analysis, contract and CV reviews, and interviews as necessary.~~

~~**Section 3. January 2027 Merit Increases.** Eligible bargaining unit faculty members will receive a 3.4% increase to base salary effective January 1, 2027. Eligible bargaining unit faculty members are those with an appointment as of October 31, 2026. In addition to the meritorious salary increases associated with successful promotion, tenure, and six-year post-tenure, and Career continuous employment reviews, the University will establish a unit-based pools of 3% 6% 5.78% 5.10% for salary increases to be distributed solely as merit to bargaining unit faculty members in the Career and Tenure Track and Tenured classifications as follows: Total unit-~~

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139 based pool amounts will be determined based on the total base salary (prorated for FTE) for  
140 eligible faculty members in each group as of October 31, preceding the increase date. 2023-2026  
141 and increases will be effective January 1, 2024-2027. **a. Eligibility:** To be eligible for merit, the  
142 faculty member must have an appointment on or before July 1, preceding the increase date, 2023  
143 2026. Merit reviews will be based on the work performed by the faculty member since the  
144 faculty member's last merit review or since the faculty member's start date, if the faculty  
145 member was hired during the last review period, and may take into account the length of service  
146 over the review period. Units may establish different reviews period review periods in their  
147 respective unit level policies. **b. Distribution:** Merit distributions should be given as a percentage  
148 of base salary, irrespective of FTE in any given review period, and not as a flat dollar amount,  
149 unless the unit has Office of the Provost approval for the distribution. Unit level merit policies  
150 must include criteria for determining whether faculty members exceed, meet, or do not meet  
151 expectations in teaching, service, and research, as applicable, and a methodology for determining  
152 when faculty meet expectations overall based on their ratings in those areas. Merit  
153 determinations may not be grieved except for specific allegations of process error(s) or  
154 prohibited discrimination and retaliation that materially impacted a determination. Neither the  
155 academic judgment and/or application of unit level criteria of a merit determination may be  
156 grieved.

### Section 5. Funding-Contingent Faculty

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- 160 a. In no case will a funding-contingent faculty member be awarded retroactive salary  
161 increases. In lieu of retroactive pay, funding-contingent faculty members will be entitled  
162 to a lump-sum equivalent to the retroactive pay to be distributed no less than three  
163 months after the retroactive pay would have otherwise been provided.
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- 165 b. Funding-contingent faculty who are principal investigators on the sponsored project that  
166 funds their own salary may petition the Office of the Provost to delay or forgo an increase  
167 in their own salary as required under this Agreement.
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### Section 6. Salary Floors

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- 171 a. As of July 1, 2023 through June 30, 2025, the following minimum salary floors will be in  
172 effect for all bargaining unit faculty members in the Career, Postbaccalaureate Scholar,  
173 and Retired classifications:
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Categories	9-month Salary Floor	12-month Salary Floor
PE & REC	\$29,376	\$35,904
Postbaccalaureate Scholar	\$27,124	\$33,152
Research Assistant (Type A)	\$27,124	\$33,152
Research Assistant (Type B)	\$29,483	\$36,035
Research Assistant (Type C)	\$32,047	\$39,168
Research Associate	\$36,052	\$44,064
All Others	\$44,064	\$53,856

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175 Salary floors for 9-month appointments are 9/11 of the 12-month salary floor.

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- b. ~~Through June 30, 2023, the minimum salary floor for Pro Tem and Visiting bargaining unit faculty members will be 90% of the corresponding Career floor in subsection (a).~~ Effective July 1, 2023 through June 30, 2025, the minimum salary floor for instructional Pro Tem and Visiting bargaining unit faculty members will be 90% of the corresponding Career floor in subsection (a) ~~(b)~~.
- c. As of July 1, 2025, the following minimum salary floors will be in effect for all bargaining unit faculty members in the Career, Postbaccalaureate Scholar, Pro Tem, Visiting, and Retired classifications:

Category (Classification)	9-month Salary Floor	12-month Salary Floor
PE & Rec (Limited Duration)	\$30,007	\$35,904
PE & Rec (Career)	\$33,242	\$40,751
Postbaccalaureate Scholar	\$30,786	\$37,628
Research Assistant (Type A)	\$30,786	\$37,628
Research Assistant (Type B)	\$33,463	\$40,900
Research Assistant (Type C)	\$36,373	\$44,456
Research Associate	\$40,919	\$50,013
Instructor, Lecturer, Clinical Professor, Professor of Practice (Limited Duration)	\$46,800	\$57,199
Teaching Professor, Clinical Professor, Professor of Practice (Career)	\$52,000	\$63,555
All Others	\$50,013	\$61,127

187 Salary floors for 9-month appointments are 9/11 of the 12-month salary floor. For those  
188 in the Career classification, the salary floor for each rank within a category will be at  
189 least 8% more than the salary floor for the preceding rank (e.g. if the 9-month Career  
190 Assistant Teaching Professor salary floor is \$52,000 ~~\$50,013~~, then the 9-month Career  
191 Associate Teaching Professor salary floor is \$56,160 ~~\$54,014~~, and the 9-month Career  
192 Teaching Professor salary floor is \$60,653 ~~\$58,335~~). On July 1, 2025, Career bargaining  
193 unit faculty members who have successfully completed a Career Continuous  
194 Employment Review will receive a one-time base salary evaluation to ensure their base  
195 rate is at least 8% above the corresponding highest rank floor (i.e., a base salary of at  
196 least \$65,505 for eligible Teaching Professors).

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- d. **Postdoctoral Scholars:** Each department or unit that hires Postdoctoral Scholars will maintain a unit-based salary floor that is no less than the Research Associate salary floor in Section 5.a. or 5.c. (as appropriate). Departments or units reserve the right to pay at a higher level, so long as salary equity by years of service is maintained. Postdoctoral Scholars are not eligible for merit or across the board salary increases pursuant to this Article but shall receive an increase to base salary of at least 2.0% annually. Except by mutual agreement, Postdoctoral Scholars who are assigned teaching duties will be paid at their Postdoctoral Scholar base rate for their teaching responsibilities. ~~When a~~

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206 ~~Postdoctoral Scholar's annual contract is renewed, they shall receive an increase to base~~  
207 ~~salary. i. NIH Minimum.~~ The minimum salary floor for Postdoctoral Scholars on 12-  
208 ~~month appointments funded by NIH grants will be no less than the amounts set according~~  
209 ~~to the NIH Postdoctoral minimum salary schedule and the floor will be adjusted each~~  
210 ~~year pursuant to that NIH schedule. Postdoctoral Scholars under this section shall not be~~  
211 ~~entitled to any merit or across the board increases pursuant to this Article. ii. Other~~  
212 ~~Postdoc Minimum.~~ The minimum salary floor for all other Postdoctoral Scholars is the  
213 ~~Research Associate salary floor under 5.b. Postdoctoral Scholars under this section shall~~  
214 ~~be eligible to receive merit or across the board increases pursuant to this Article. No~~  
215 ~~current bargaining unit faculty member in the Postdoctoral Scholar classification will~~  
216 ~~have their base salary reduced with the introduction of non-NIH salary floor under this~~  
217 ~~section. Postdoctoral scholars who perform teaching duties will receive the equivalent~~  
218 ~~pay for their teaching responsibilities, or their Postdoctoral salary floor, whichever is~~  
219 ~~higher.~~

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221 ~~The following minimum salary floors will be in effect for all bargaining unit faculty~~  
222 ~~members in the Career, Postbaccalaureate Scholar, and Retired classifications:-~~

223	<del>i. PE/Rec</del>	<del>—————</del>	<del>\$26,000</del>
224	<del>ii. Postbaccalaureate Scholar</del>	<del>—————</del>	<del>\$30,600</del>
225	<del>iii. Research Assistant (Type A)</del>	<del>—————</del>	<del>\$30,600</del>
226	<del>iv. Research Assistants (Pre-2022 Types, Type B, and Type C)</del>	<del>—————</del>	<del>\$34,000</del>
227	<del>v. All Others</del>	<del>—————</del>	<del>\$39,000</del>
228	<del>-</del>	<del>—————</del>	<del>-</del>

229 ~~As of July 1, 2023, the following minimum salary floors will be in effect for all~~  
230 ~~bargaining unit faculty members in the Career, Postbaccalaureate Scholar, and Retired~~  
231 ~~classifications:-~~

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233 **Section 6. Promotion and Review Related Salary Increases.** All increases under this section  
234 will become effective September 16 for 9-month appointments and July 1 for 12-month  
235 appointments following the date of the review decision. To the extent a review decision is  
236 delayed by the University an increase will be made retroactively to the dates above, as  
237 appropriate.

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- 239 a. **Promotion Increases.** All bargaining unit faculty members who achieve a promotion in  
240 rank will receive an increase of 8% ~~at least 8% 10%~~ of base salary.
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- 242 b. **Sixth-Year Post-Tenure Review Increases.** Full professors who successfully complete  
243 (meets expectations in all areas ~~or exceeds expectations in all areas~~) their first a major  
244 sixth-year post-tenure review after promotion to full professor will receive an increase to  
245 base salary of 8% ~~7.1% at least 4% 6% for meeting expectations in all areas or at least 8%~~  
246 ~~10% for exceeding expectations in all areas.~~ Full professors who successfully complete  
247 subsequent major reviews will receive an increase of ~~at least 4%~~ of base salary.
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- 249 c. **Career Continuous Employment Review Increases.** Career faculty at the highest rank  
250 in their category or in a single rank category who successfully complete (meets ~~or~~  
251 ~~exceeds~~ expectations in all areas) their first a continuous employment review will receive

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252 an increase to base salary of 8% ~~7.1% at least 4% 6% for meeting expectations in all areas~~  
253 ~~or at least 8% 10% for exceeding expectations in all areas~~. Career faculty who  
254 successfully complete subsequent continuous employment reviews will receive an  
255 increase of ~~at least 4%~~ of base salary.

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257 ~~**d. Increases are minimums.** All increases specified in this Section are minimum~~  
258 ~~increases. The University may choose to provide additional increases to base salary upon~~  
259 ~~promotion and/or reviews.~~

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261 **Section 7. Retention Adjustments.** To facilitate retention salary adjustments, the Office of  
262 the Provost will maintain a retention salary adjustment policy, posted on their website,  
263 describing the criteria and procedures to be used in making retention adjustments for  
264 bargaining unit faculty members. The Office of the Provost will notify the Union of any  
265 retention adjustments made to the salary of a bargaining unit faculty member ~~as well as any~~  
266 ~~cases where the Office of the Provost decided not to make a retention offer to a bargaining~~  
267 ~~unit faculty member as well as denials of retention efforts.~~

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269 **Section 8. Payment of Salary.** Bargaining unit faculty members may opt to be paid in 12 equal  
270 monthly installments consistent with IRS regulations. Salary shall be paid by direct deposit  
271 except in the case of emergency or unless another method of payment is required by law. ~~If the~~  
272 ~~University fails to issue pay to a bargaining unit faculty member on time (including but not~~  
273 ~~limited to salary, stipends, overloads, awards), the University shall be liable for any costs~~  
274 ~~incurred by the bargaining unit faculty member as a result of late payment, including but not~~  
275 ~~limited to overdraft fees and late fees assessed for household bills. Bargaining unit faculty~~  
276 ~~members are responsible for checking their pay stub each pay period and to report any~~  
277 ~~discrepancies (e.g., overpayment, underpayment, deduction errors, etc.) to the University in a~~  
278 ~~timely manner. If the University is more than five days late in issuing a bargaining unit faculty~~  
279 ~~member's pay, the University shall also provide the affected bargaining unit faculty member an~~  
280 ~~additional \$50 per day until their full salary is issued.~~

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282 ~~**Section 9. Reimbursements.** The University shall reimburse bargaining unit faculty members for~~  
283 ~~their approved expenses (including but not limited to travel, purchases, payroll expenses, and~~  
284 ~~other properly substantiated business and research expenses) in a timely manner. If the~~  
285 ~~University fails to pay such reimbursements within 35 days, the University shall also provide~~  
286 ~~affected bargaining unit faculty members an additional \$50 per day until the reimbursement has~~  
287 ~~been issued.~~

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289 **Section 9. Alternative Program Models.** Notwithstanding other provisions of this agreement,  
290 assignments in programs that rely on alternative compensation models (where compensation is  
291 provided at a fixed rate outside regular salary) to be financially viable may be compensated at a  
292 rate to be agreed to by the University and the bargaining unit faculty member without regard to  
293 the bargaining unit member's existing base salary.

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295 **Section 10. Workload Adjustments.** Both parties recognize that professional responsibilities  
296 ebb and flow throughout the year. The provisions of this section are not meant to address minor  
297 or normal fluctuations in workload.

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299 a. If a Career or Limited Duration bargaining unit faculty member has their FTE reduced  
300 with no demonstrable corresponding reduction in workload, then the bargaining unit  
301 faculty member's base salary will be increased in proportion to the FTE reduction.  
302  
303 b. If a Career or Limited Duration bargaining unit faculty member has their workload  
304 significantly increased with no corresponding increase in FTE, then the bargaining unit  
305 faculty member's base salary will be increased in proportion to the workload increase.  
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307 c. If a bargaining unit faculty member is paid an overload or stipend it must be for work  
308 above and beyond their regular workload. If the University ends an overload or stipend  
309 payment and a workload adjustment has not been made to account for the change, the  
310 bargaining unit faculty member will no longer be expected to complete the assignment  
311 which generated the overload or stipend.  
312

313 **Section 11.** For a period of two years post layoff, Career faculty members who are laid off for  
314 academic or financial reasons (Article 16, Section 12.b & c.) and who are rehired in the same  
315 category must retain the same or greater FTE as of the time of layoff. Laid off Career faculty  
316 members hired back into the same department or unit will be hired back at the same or greater  
317 FTE and salary.  
318

319 **Section 12. Academic Year Appointment Half-Month Pay.** Bargaining unit faculty members  
320 with academic year appointments (9-month) in positions that are exempt (salaried) will receive a  
321 full-half-month salary in September and in June at their respective monthly rate. This Section  
322 does not apply to those with otherwise partial-month appointments (i.e., single-term only  
323 appointments), those not employed in a respective month, or those who have elected a 12-month  
324 pay option.  
325

326 ~~**Section 14. Joint Committee on Equity.** The Union and the University agree to form a Joint  
327 Committee on Equity (Joint Committee) charged with creating policies and procedures for  
328 guiding the distribution of equity pool money. a. **Composition.** The Joint Committee shall be  
329 made up of three members appointed by the Union and three members appointed by the  
330 University. b. **Internal and External Equity.** The Joint Committee is charged with establishing  
331 policies and procedures for guiding the distribution of the monies in the equity pools for internal  
332 and external equity (See Section 2). The Joint Committee will first calculate external equity  
333 raises and then, using the resulting salaries as the baseline, calculate internal equity raises. c.  
334 **Publication.** The policies established by the Joint Committee will be published on the Academic  
335 Affairs website and provided by email to the Union. d. **Service Credit for Members.** Whether  
336 by the Union or the University, any appointment of a bargaining unit member to the Joint  
337 Committee shall be considered a service obligation for that member during the period that the  
338 Joint Committee meets. Membership on the Joint Committee shall be considered equitably with  
339 other service obligations with respect to workload planning and any review of faculty activity  
340 including but not limited to merit raises, promotion and tenure reviews, and post-tenure or post-  
341 promotion reviews. e. **Deadline.** The work of the Joint Committee shall be completed October  
342 31, 2025. Should the Joint Committee fail to complete either the external or internal equity  
343 adjustments by this date, the monies shall be distributed as across the board raises.~~

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Nathan Whalen

Nathan Whalen (Mar 30, 2025 20:38 PDT)

Nathan Whalen, United Academics

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Chris Meade, University of Oregon

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UNIVERSITY OF OREGON MEDIATION PACKAGE PROPOSAL (3/28/2025)  
UNIVERSITY OF OREGON MEDIATION PACKAGE PROPOSAL (3/25/2025)

Document Key

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

ARTICLE 31. TENURE REDUCTION PROGRAM (TRP)

**Section 1. Tenure Reduction Program (TRP) Sunset.** New signups for the Tenure Reduction Program will be discontinued after December 15, 2025. The TRP sunset in no way reduces or limits the right of bargaining unit faculty members to secure post-retirement appointments at the university by mutual agreement under Article 30. This Article will be sunset and deleted in its entirety from this Agreement on June 30, 2027.

**Section 2. Eligibility.** To be eligible for either option under the Tenure Reduction Program (TRP), a bargaining unit faculty member must be a tenured faculty member and must be eligible to retire or become eligible to retire (as defined in Article 15, Academic Classification and Rank) within three years.

**Section 3. TRP Options.**

- a. **Tenure Reduction Option.** A bargaining unit faculty member must sign up for the tenure reduction option by December 15, 2025 with a declared retirement date no later than June 30, 2028. ~~at least one term but not more than three years prior to their expected retirement from the University.~~ The bargaining unit faculty member will receive a one-time increase of 6% of their base salary effective at the beginning of the academic term following the signing of a TRP letter of agreement with the Office of the Provost. After the faculty member's retirement, the faculty member is then eligible to work with reduced appointments in the Retired classification ~~tenure~~ (0.33 annual FTE for 9-month employees, 0.25 annual FTE for 12-month employees) on agreed-upon TRP assignments for up to five years post-retirement. Department and unit heads will determine the TRP assignments in consultation with the retired bargaining unit faculty member. It is the responsibility of the bargaining unit faculty member to ensure that they do not work more hours or earn more income per year than is allowed by their retirement plan.
- b. **Tenure Relinquishment Option.** A bargaining unit faculty member must sign up for the tenure relinquishment option by December 15, 2025 with a declared retirement date no later than June 30, 2028. ~~at least one term but not more than three years prior to expected retirement from the university.~~ The bargaining unit faculty member will receive a one-time salary increase of 6% of their base salary effective at the beginning of the academic term following the signing of a tenure relinquishment letter of agreement with the Office of the Provost. Bargaining unit faculty members electing the tenure relinquishment option do not have the automatic right to receive any post-retirement appointments.

**Section 4. Future Salary Increases.** Bargaining unit faculty members with a signed agreement for either option will be eligible for merit salary increases for their classification and will receive any across-the-board increases distributed prior to the end of their agreement period.

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1 UNIVERSITY OF OREGON MEDIATION PACKAGE PROPOSAL (3/28/2025)

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

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

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

5 UNIVERSITY OF OREGON PROPOSAL (5/23/2024)

### Document Key

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

## APPENDIX 1: IMPLEMENTATION AGREEMENTS

12 The parties have agreed to take certain actions to implement commitments made in the course of  
13 bargaining the successor agreement as provided below.

15 **Agreement 1: Unit-Level Policies.** The parties agree that the Office of the Provost shall require  
16 the following unit-level policies to be revised through the process specified in Article 4 in order  
17 to be submitted to the Office of the Provost by April 15, 2026~~2025~~. Such revisions should be  
18 developed with attention to the policy development guidelines in Appendix 2 and the relevant  
19 Article(s) of the Agreement:

- 21 • **Career Faculty Review and Promotion (Article 19)**, such revisions should align unit-  
22 level policies with Article 19, remove references to contracts to reflect the expectation of  
23 continuing employment, and align classifications and categories with those in Article 15.  
24 Units that employ faculty in Limited Duration classifications should revise faculty review  
25 policies for relevant classifications and categories consistent with Appendix 2.
- 27 • **Tenured and Tenure-Track Review and Promotion (Article 20)**, such revisions should  
28 align unit-level policies with Article 20. Each Department or Unit must articulate criteria  
29 within their policies that clarify the expectations for faculty activity in research and  
30 scholarship.

32 Agreement 1 sunsets on June 30, 2027 and will be deleted in its entirety from the CBA.

35 **Agreement 2: Career Teaching Professor Transition.** To better reflect, distinguish, and  
36 recognize the unique contribution that Career instructional bargaining unit faculty members  
37 bring to their students, classrooms, university, and beyond, the parties agree as follows:

- 39 a. Effective July 1, 2025 (12-month) and no later than September 16, 2025 (9-month) all  
40 bargaining unit faculty members in the Career Instructor and Career Lecturer  
41 classification and categories will be recategorized into the Teaching Professor category at  
42 their equivalent rank (e.g., Instructor to Assistant Teaching Professor, Senior Instructor I  
43 to Associate Teaching Professor, and Senior Instructor II to Teaching Professor) or,  
44 where applicable, the equivalent of their newly awarded promoted rank.
- 46 b. Effective July 1, 2025, Article 15 Classification and Rank in the agreement between the  
47 parties shall be modified as follows:

## Tentative Agreement (3/30/2025)

- 49 i. Article 15, Section 3, subsection d, shall be revised to read in full as follows:  
50

51 TEACHING PROFESSOR: This category can only be used in the Career or  
52 Retired classification. Primary duties are in the area of instruction. Teaching  
53 professor duties may include advising and mentoring responsibilities as well as  
54 possibility of involvement in design and development of courses and the  
55 curriculum. Ranks in this category in ascending order are assistant teaching  
56 professor, associate teaching professor, and teaching professor.  
57

- 58 ii. Article 15, Section 3, subsection e, shall be revised to read in full as follows:  
59

60 INSTRUCTOR: This category can only be used in the Visiting, Pro Tem, or  
61 Retired classifications. Primary duties are in the area of undergraduate instruction.  
62 The only rank in this category is instructor.  
63

- 64 iii. Article 15, Section 3, subsection f, shall be revised to read in full as follows:  
65

66 LECTURER: This category can only be used in the Visiting, Pro Tem, or Retired  
67 classifications. Primary duties are in the area of graduate instruction and  
68 education. The duties may also include some undergraduate instruction and  
69 mentoring and advising responsibilities, as well as the possibility of involvement  
70 in design and development of courses and the curriculum. Appointments in the  
71 Lecturer category require the terminal degree (or its professional equivalent)  
72 relevant to the appointment, but holding a terminal degree does not by itself  
73 entitle a bargaining unit faculty member to appointment in the Lecturer category.  
74 The only rank in this category is lecturer.  
75  
76

77 Status of or concerns about implementation of the agreements above or other commitments made  
78 in the body of the parties' successor agreement shall be first discussed in Joint Labor  
79 Management Committee.  
80

81 ~~Agreement 1: Research Assistant Category Types. The parties agree that the University will  
82 conduct a review of each position in the Research Assistant category as to determine their type  
83 (A, B, or C) under Article 15, Section 3. Research Assistant positions will be recategorized into  
84 their appropriate type no later than June 30, 2023. No bargaining unit faculty member will have  
85 their salary or rank reduced as a part of this agreement.~~

86  
87 ~~If the review specified above determines the duties of a current Research Assistant position are  
88 more closely aligned with a different research category, a bargaining unit faculty member may  
89 agree to be recategorized into the appropriate category. No bargaining unit faculty member will  
90 have their salary or rank reduced as a part of this agreement.~~

91  
92 ~~Notices of recategorization or reclassification will inform the bargaining unit faculty member  
93 that they may reach out to the Union ([info@uauoregon.org](mailto:info@uauoregon.org)) or the University  
94 ([uoelr@uoregon.edu](mailto:uoelr@uoregon.edu)) if they believe the final determination is in error.~~

## Tentative Agreement (3/30/2025)

97 ~~**Agreement 2: Unit-Level Policies.** The parties agree that the Office of the Provost shall require~~  
98 ~~the following unit-level policies to be revised through the process specified in Article 4 with~~  
99 ~~attention to the policy development guidelines in Appendix 2 and the relevant Article(s) of the~~  
100 ~~Agreement:~~

- 101
- 102
- 103 ~~• Merit Review, if more than five years old as of June 30, 2022.~~
- 104 ~~• Professional Responsibilities (Article 17), such revisions should align unit-level policies~~  
105 ~~with Article 17 and should be modified as necessary to address the University's goals on~~  
106 ~~diversity, equity, and inclusion with particular focus on course loads of 9 or more.~~  
107 ~~Discussions should include course allocation across terms, preparation time, number of~~  
108 ~~new course development and preparations, number of contact hours, size of classes,~~  
109 ~~teaching load variation, course maximums, and support mechanisms for faculty with~~  
110 ~~heavy teaching loads. Unit faculty approved policy regarding course loads shall be~~  
111 ~~considered by the administration consistent with Article 4 obligations.~~
- 112 ~~• Career Faculty Review and Promotion (Article 19), such revisions should align unit-level~~  
113 ~~policies with Article 19 and should be modified as necessary to address the University's~~  
114 ~~goals on diversity, equity, and inclusion. Units that employ faculty in Limited Duration~~  
115 ~~classifications should revise faculty review policies for relevant classifications and~~  
116 ~~categories consistent with Appendix 2. Revisions will remove references to contracts to~~  
117 ~~reflect the expectation of continuing employment, and classifications and categories must~~  
118 ~~align with those in Article 15.~~
- 119 ~~• Tenured and Tenure Track Review and Promotion (Article 20), such revisions should~~  
120 ~~align unit-level policies with Article 20 and should be modified as necessary to address~~  
121 ~~the University's goals on diversity, equity, and inclusion.~~  
122 ~~Units should prioritize their efforts to allow for approval of their merit review policies by June~~  
123 ~~15, 2023 and all other policies specified above by June 15, 2024.~~

124

125

126 ~~**Agreement 3: Faculty Service.** Following the work of the University Senate Task Force on~~  
127 ~~Service, the parties will convene a committee in AY2022-23 to discuss and advance the~~  
128 ~~equitable distribution of faculty service assignments. Final agreement between the parties, if any,~~  
129 ~~to modify this Agreement will be specified in an MOU.~~

130

131

132 ~~**Agreement 4: Paid Family Leave.** The parties will monitor the issuance of final rules by the~~  
133 ~~Oregon Employment Department regarding HB 2005(2019), Paid Family and Medical Leave~~  
134 ~~Insurance (PFMLI). The parties agree to discuss the impact of the statute for bargaining unit~~  
135 ~~faculty members, if any. Such discussion may also include the need for and implementation of a~~  
136 ~~donated sick leave pool for bargaining unit faculty members. Final agreement between the~~  
137 ~~parties, if any, to modify this Agreement will be specified in an MOU.~~

138

139

140 ~~**Agreement 5: Childcare Community Partnership Investment Fund.** The parties are~~  
141 ~~committed to supporting bargaining unit faculty members in caregiving and childcare while~~  
142 ~~recognizing that broader solutions require broader partnerships. The University will establish a~~  
143 ~~one-time pool of \$500,000 to help provide necessary start-up and one-time funding to~~  
144 ~~organizations establishing or expanding childcare services in Eugene, in exchange for guaranteed~~

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145 ~~spots for UO employees at least 40% of which will be offered first to children of bargaining unit~~  
146 ~~faculty members. Grants from the pool will be determined by the University and informed by a~~  
147 ~~joint committee consisting of representatives from the Union and the University.~~

148  
149 ~~The parties agree to meet in Fall of 2024 to review the effectiveness and usage of the Travel~~  
150 ~~Support Fund (Article 34 Caregiving, Section 3).~~

151  
152  
153 ~~**Agreement 6. Career Faculty Internal Equity Study.** The Parties mutually recognize the~~  
154 ~~importance of salary equity and have agreed to the following strategy for Fiscal Year 2023 to~~  
155 ~~identify any salary inequities for Career instructional faculty. The University and UA will~~  
156 ~~appoint representatives to an advisory group to work with an outside consultant on a Career~~  
157 ~~instructional faculty internal equity review. The outcomes of this review will be used by the~~  
158 ~~University in an advisory nature to inform decisions on Career instructional faculty equity.~~

159  
160 ~~● **Outside Consultant.** During Fall 2022, the University shall issue a "Request for~~  
161 ~~Proposal" (RFP) seeking an external consultant with experience in equity studies within~~  
162 ~~higher education. The Union shall have an opportunity to provide feedback on the RFP,~~  
163 ~~participate in the consultant selection process (e.g. reviewing proposals, viewing~~  
164 ~~presentations), and provide recommendations to the University as to its preference for a~~  
165 ~~consultant. The parties agree that the University has final authority to select the vendor of~~  
166 ~~its choice.~~

167  
168 ~~● **Study Parameters.** The parties will serve in an advisory capacity with deference to the~~  
169 ~~expertise of the outside consultant in designing a study that incorporates industry wide~~  
170 ~~best practices for evaluating whether internal salary inequities exist within the Career~~  
171 ~~instructional faculty. The parties agree to work with the outside consultant to explore a~~  
172 ~~study that seeks to determine if inequities exist that cannot be explained by legitimate,~~  
173 ~~non-discriminatory reasons such as performance, years of experience, education,~~  
174 ~~discipline, specialization, rank, and position expectations. The study's parameters~~  
175 ~~ultimately shall be decided by the University, with input from the Union.~~

176  
177 ~~● **Access to Faculty Information.** The parties expressly agree that the consultant will have~~  
178 ~~access to demographic, salary, and other relevant faculty information in order to complete~~  
179 ~~the equity study.~~

180  
181  
182 ~~● **Study Results.** The parties agree that they expect the study to be completed by June 30,~~  
183 ~~2023. The University agrees to provide the Union a summary of the findings of the equity~~  
184 ~~study and the Union will provide recommendations to the University for salary equity~~  
185 ~~considerations for bargaining unit faculty members based on the report. Final~~  
186 ~~determinations regarding the assessment of salary equity will be made by the University.~~

187  
188  
189 ~~**Agreement 7. Tenure Reduction Plan.** The parties will negotiate on Article 31: Tenure~~  
190 ~~Reduction Plan in Fall 2022 with the intent to agree to an MOU that will replace Article 31 by~~  
191 ~~December 31, 2022. If no MOU is agreed to by December 31, 2022 the University's Article 31:~~

**Tentative Agreement (3/30/2025)**

192 ~~Phased Retirement proposal (June 15, 2022) will go to UA members for ratification in January~~  
193 ~~2023 with new sign ups ending January 1, 2024 for the Tenure Reduction Option (Section 4).~~

**Tentative Agreement (3/30/2025)**

*Nathan Whalen*  
Nathan Whalen (Mar 30, 2025 20:38 PDT)

Mar 30, 2025

**Nathan Whalen, United Academics**



Mar 30, 2025

**Chris Meade, University of Oregon**

**Tentative Agreement (3/30/2025)**

1     **UNIVERSITY OF OREGON MEDIATION PROPOSAL PACKAGE (3/28/2025)**  
2     UNIVERSITY OF OREGON MEDIATION PROPOSAL PACKAGE (3/25/2025)  
3     UNIVERSITY OF OREGON MEDIATION PROPOSAL PACKAGE (3/3/2025)  
4     UNIVERSITY OF OREGON FINAL OFFER PROPOSAL (2/25/2025)  
5     UNITED ACADEMICS COUNTERPROPOSAL (5/16/2024)  
6     UNIVERSITY OF OREGON PROPOSAL (4/18/2024)

**Document Key**

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11    **APPENDIX 4: UNIVERSITY DISTINGUISHED TEACHING PROFESSOR PROGRAM**

13    **Section 1. Program Sunset.** Appendix 4: University Distinguished Teaching Professor will be  
14    sunset on June 30, 2025 and be deleted in its entirety from the Agreement. Current and previous  
15    program participants will continue to hold the Teaching Professor category and rank.

17    **Section 2. Title, eligibility, and appointment process.** Excellent teaching is fundamental to the  
18    mission of the university. In support of that mission, the university will create a Teaching  
19    Professor title to be conferred upon a select number of highly qualified teachers chosen through a  
20    process of nomination and self-nomination. Qualified faculty are Career faculty at the rank of  
21    Senior Instructor II or Senior Lecturer II who can demonstrate excellence in teaching through  
22    their previous evaluations, relevant awards and accomplishments, and application materials. The  
23    number of appointments provided each year will be determined by the Office of the Provost  
24    based on the institution's financial capacity and operational needs.

26    **Section 3. Selection.** The Office of the Provost will convene a Teaching Professor Selection  
27    Committee consisting of five members chosen by the Office of the Provost from the Provost's  
28    Teaching Academy and/or Teaching Professors, and ex officio members from the Office of the  
29    Provost (e.g., Teaching Engagement Program and/or Academic Affairs). The committee will  
30    include at least three faculty members with current teaching responsibilities. The purpose of the  
31    selection process is to ensure that candidates have achieved and can be expected to maintain an  
32    exceptional record of teaching and contributions to the university's instructional mission. At the  
33    conclusion of their work the Teaching Professor Review Committee will rank and make a written  
34    recommendation to the Provost for each of the individual candidates. The Provost will decide the  
35    selection from among the candidates for the program and grant those selected the category and  
36    rank of Teaching Professor. Candidates not selected by the Provost may nominate or self-  
37    nominate in future years.

39    **Section 4. Duration.** University Distinguished Teaching Professor program participation  
40    generally lasts for three academic years following appointment. During the three academic years  
41    associated with the program, appointees will be provided with a reallocation of effort from  
42    teaching to the leadership projects described below. This reallocation will be determined on a  
43    case by cases basis but is generally equivalent to two course releases and a \$3,000 stipend.

45    **Section 5. Title.** After completion of the University Distinguished Teaching Professor program  
46    the Teaching Professor category and University Distinguished Teaching Professor title will  
47    remain in place for the duration of the appointee's employment with the university.

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49 **Section 6. Duties.** During the course of the program (Section 3) these benefits are provided in  
50 order to allow the faculty member to pursue significant teaching projects or grants that will have  
51 a transformative impact on undergraduate and graduate teaching practices; foster inclusiveness  
52 excellence in the curriculum; and collaborate on programmatic and curricular innovation.  
53 Specific projects may be assigned by the Office of the Provost in consultation with the faculty  
54 member.

56 **Section 7. TEP Support.** The Teaching Engagement Program in the Office of the Provost will  
57 provide support to assist University Distinguished Teaching Professors with their projects.  
58 Through this affiliation, University Distinguished Teaching Professors will participate in a  
59 variety of activities across the campus that promote teaching excellence.

61 **Section 8.** University Distinguished Teaching Professors serve at the discretion of the Provost.

62 ~~{This appendix, if agreed upon, shall become Article XX of the successor agreement}~~

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

- 70 ~~● Receive/Have received an overall “exceeds expectations” on a continuous employment~~
- 71 ~~review,~~
- 72 ~~● Have a record of outstanding classroom teaching,~~
- 73 ~~● Be a benefit to others teaching at the University, in their own unit or more broadly,~~
- 74 ~~● Have a demonstrated interest and willingness to follow developments in pedagogy,~~

76 **Section 2. Nomination and Selection.** ~~Each year, Ddeans, department and unit heads and  
77 equivalents may each nominate up to two faculty (up to two in each CAS division) from the  
78 Continuous Employment Review candidates for the Distinguished Teaching Professor award.  
79 Nominations are made to the Office of the Provost, who will award up to three Distinguished  
80 Teaching Professor appointments per year. Faculty members shall be notified of their  
81 nomination and may decline the nomination.~~

83 ~~Distinguished Teaching Professors will continue in their work as instructors or lecturers but also  
84 undertake a three-year leadership award period, during which part of their FTE (the equivalent of  
85 2 courses per year) will be assigned to the Teaching Engagement Program. They will be given  
86 support funds for pedagogical and curricular projects during the leadership award period. In  
87 addition, faculty will choose between a \$3000 yearly stipend or \$3000 of yearly ASA funds.  
88 Leadership pProjects will be determined in consultation with the Associate Vice Provost for  
89 Teaching Engagement and the faculty member. The Distinguished Teaching Professor title will  
90 remain in place for the duration of the award recipient’s employment with the university.~~

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

94 **Tentative Agreement (3/30/2025)**

Nathan Whalen

Nathan Whalen (Mar 30, 2025 20:38 PDT)

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Mar 30, 2025

Chris Meade, University of Oregon