

UNIVERSITY OF OREGON COUNTERPROPOSAL (2/29/2024)  
UNITED ACADEMICS PROPOSAL (2/1/2024)

Document Key

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

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

APPENDIX 2: UNIT POLICY DEVELOPMENT GUIDELINES

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

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

**Reviews, Tenure, and Promotion...**

...

*[end excerpt from Appendix 2]*

ARTICLE 4. UNIT-LEVEL POLICIES

**Preamble**

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

**Section 1. Initiation.**

- a. **New departments or units.** Each new department or unit ~~will~~ **shall** develop a written policy delineating its procedures for the internal governance of the department or unit, merit review, professional responsibilities, review and promotion, summer session, and professional development. Guidelines for these policies are described in Appendix 2.
- b. **Administration-initiated revision.** The department or unit head, dean, vice president, or the Office of the Provost may call for changes to the established policy of a department or unit by informing the unit faculty of the change being considered, thereby initiating the unit's process for policy revision.
- c. **Faculty-initiated revision.** ~~Any~~ **Any** department or unit faculty members, either through a governance committee or at a regular faculty meeting, may call for changes to an established unit-level policy by notifying the faculty, or department or unit head, of a change to be considered. Calls for revision of a department or unit policy ~~will~~ **shall** be assigned to a governance committee or considered at a regular faculty meeting within

120 ~~60~~ days of the notification of the proposed change.

- d. **University-Union revisions.** The Office of the Provost will communicate to departments or units any agreements between the University and the Union that modify provisions of an established department or unit policy. Department or unit policy documents will be updated on the Provost's website within 90 days of the agreement. Policy revisions under this subsection are not subject to the process outlined in Sections 2 and 3.
- e. ~~Existing departments without unit policies. Departments and units that have not developed internal governance policies for merit review, professional responsibilities, review and promotion, summer session, and professional development shall develop such policies by Fall of 2025. College-level policies will not constitute unit-level policies for such departments and units.~~

**Section 2. Development and revision of policies.** All faculty in each department or unit shall have the opportunity to participate in the development and revision of that department's or unit's policies. At the outset of policy formulation or revision, the faculty will first consider any input provided by the appropriate governance committee, department or unit head, dean, vice president, Provost, or designee. If the faculty has amended the policy change suggested by the administrator in Section 1.b., they will submit both their amended policy and the administrator-suggested policy to the dean or vice president. Policies submitted for revision must adhere to guidelines for document format and version control established by the Office of the Provost and posted on their website. ~~Such templates shall only specify the form that such policies shall take and not the content therein.~~

**Section 3. Review, Approval, and Enactment.** After the department or unit process for policy development is complete, the faculty will submit their recommended policy to the appropriate dean or vice president's office for review. Within 45 days of submission of the faculty-approved policy, the dean, vice president, or designee will provide a written notice and explanation of any non-grammatical alterations they propose to make to the faculty-approved policy before submission to the Office of the Provost to the department or unit faculty members and, upon request of faculty, meet with the unit faculty.

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

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

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- 96 a. The participation must be appropriate. Appropriate participation includes, but is
- 97 not limited to, departmental activities such as unit meetings, voting, and committee
- 98 membership. There must be documented and legitimate structural, pedagogical, or
- 99 programmatic reasons for determining that a class of faculty (TTF or Career), a
- 100 particular classification, a particular rank, or a particular FTE level should not
- 101 participate in a particular aspect of governance.
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- 103 b. When participation is appropriate, it must also be equitable. Equitable participation
- 104 requires a level of parity that allows TTF and Career faculty in a department or unit to
- 105 have a meaningful role in governance. Equitable participation does not mean that
- 106 governance roles for every faculty member must be exactly the same or that there must
- 107 be absolute proportionality in governance for all faculty classifications and ranks.
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- 109 c. Career faculty whose teaching is primarily at the undergraduate level (e.g. instructors)
- 110 may participate and vote on undergraduate curricular matters. Career faculty whose
- 111 teaching is primarily at the graduate level (e.g. lecturers) may participate and vote on
- 112 graduate curricular matters. Career faculty whose teaching is routinely at both levels may
- 113 participate and vote at both levels.
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115 **Section 5. Periodic Review.** All unit policies developed through the internal governance

116 process, including but not limited to; merit review, professional responsibilities, review and

117 promotion, summer session, and professional development should be ~~periodically~~ reviewed ~~if~~

118 ~~more than five years old following upon ratification of a successor agreement~~ to ensure that

119 they ~~align~~ ~~comply~~ with and reflect current CBA language and current university policy. ~~If a~~

120 ~~unit level policy is changed as the result of an agreement between the parties, the University~~

121 ~~will clearly communicate the changes to each unit.~~

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

124 academic years.