

**Memorandum of Understanding  
between  
United Academics, AAUP/AFT  
and  
The University of Oregon**

1. Academic Affairs and United Academics agree to work together to develop and implement a First-Year Faculty Development program with the intent of orientating and integrating and supporting the professional development of new pre-tenure faculty from diverse units into the university community.
2. This cooperative initiative will address three main areas:
  - a. Research support and productivity to ensure that new tenure-track faculty establish their research agenda, trajectory and strategy early in their careers. To this end, select sessions will focus on concrete steps to increase writing and research productivity amidst the demands of service and teaching, as well as developing a narrative and plan to define one's ongoing research trajectory.
  - b. Mentoring and community formation to ensure that new faculty are connected with colleagues from across campus that can provide mentorship and guidance around a range of professional issues and topics.
  - c. Resilience and well-being in the academy—focusing on approaches and strategies to help new faculty thrive during the transition to a new institution and the multiple demands of a tenure-line position.
3. United Academics will be responsible for organizing the sessions, recruiting faculty participants, panelists, and work-in-progress readers in consultation with Academic Affairs. The union will recruit a broad and diverse faculty pool to participate without regard to union membership or participation. Academic Affairs will be welcome at all sessions, may identify faculty for participation, and will be afforded the opportunity to approve the participant list in advance. Any public communications associated with the initiative in which Academic Affairs is co-sponsor must be approved by the Senior Vice Provost for Academic Affairs prior to publication. Doug Blandy, Senior Vice Provost for Academic Affairs, will be the point of contact within Academic Affairs.
4. Academic Affairs will contribute up to \$10,000 toward the cost of implementing the First Year Faculty Fellows program for the 2015-16 academic year. This money will be paid to United Academics on September 16, 2015 or the closest business day possible.

5. United Academics will arrange for facilities and catering, when necessary, and will pay any associated fees. United Academics will provide Academic Affairs with a quarterly budget update of all money spent. Any and all funds remaining at the end of the academic year will be returned to Academic Affairs by June 15, 2016. United Academics will provide Academic Affairs with a final report on the initiative by July 1, 2016.
6. The First Year Faculty Development Program sessions, workshops, or lunches will not be used to recruit faculty to join United Academics.
7. Representatives of Academic Affairs and United Academics will meet in July of 2016 to review the program and discuss renewing this Agreement for the 2016-17 academic year.

**Knowing and Voluntary.** The parties acknowledge that they have carefully read and fully understand the terms of this MOU, and that they are voluntarily entering into this MOU.

**Effective Date.** The parties agree that this MOU will be effective on the date on which all parties have signed below.

**Entire Agreement.** The parties agree that this MOU constitutes the entire agreement between the parties on the matters discussed herein. This MOU fully supersedes any and all prior agreements or understandings between them pertaining to the subject matter contained in this MOU. Except as described in this MOU, there were no inducements or representations leading to the execution of this document.

FOR THE EMPLOYER

  
 \_\_\_\_\_  
 Doug Blandy  
 Senior Vice Provost

10/19/15  
 \_\_\_\_\_  
 Date

FOR THE UA

  
 \_\_\_\_\_  
 Michael Dreiling  
 President

10-8-15  
 \_\_\_\_\_  
 Date

  
 \_\_\_\_\_  
 Bill Brady  
 Director of Faculty Labor Relations

10/19/15  
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 Date

  
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 David Cecil  
 Executive Director

10-8-15  
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 Date