

**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 Faculty Success Program with the intent of supporting the professional development of new pre-tenure faculty from diverse units, and integrating them into the university community.
2. This cooperative initiative will have two parts – a First Year Faculty Program and a Tenure Preparation Program.
3. The **First Year Faculty Program** 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 who 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.
4. **Tenure Preparation Program**

As faculty careers develop, new challenges can arise. The Tenure Preparation Program will provide faculty with information and guidance valuable toward the goal of securing tenure.

Three informative and engaging Friday afternoon meetings for faculty preparing for third-year reviews and tenure will be held in January, February, and March.
5. 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.
6. Academic Affairs will contribute up to \$13,000 toward the cost of implementing the Faculty Success Program for the 2016-17 academic year. This money will be paid to United Academics on September 16, 2016 or the closest business day possible.
7. United Academics contributes staff resources and faculty time toward implementing the Faculty Success Program.

8. 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, 2017. United Academics will provide Academic Affairs with a final report on the initiative by July 1, 2017.
9. All faculty, regardless of bargaining unit status, are eligible to participate in the Faculty Success Program sessions, workshops, and lunches, and no aspect of the Faculty Success Program will be used to recruit faculty to join United Academics.
10. Representatives of Academic Affairs and United Academics will meet in July of 2017 to review the program and discuss renewing this Agreement for the 2017-18 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.

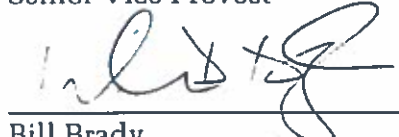
Effective Date. The parties agree that this MOU will be effective on the date on which all parties have signed below.

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 Date
Senior Vice Provost



Bill Brady Date
Director of Faculty Labor Relations 8/29/16

FOR THE UA



Michael Dreiling Date
President 9-7-16



David Cecil Date
Executive Director 9-6-16