

**MEMORANDUM OF UNDERSTANDING
BETWEEN
UNIVERSITY OF OREGON
AND
UNITED ACADEMICS OF THE UNIVERSITY OF OREGON, AFT/AAUP, AFL-CIO**

This Memorandum of Understanding ("MOU") is entered into by and between University of Oregon ("UO") and United Academics ("UA"), collectively referred to as "the parties," for the purpose of adding new Academic Categories and Ranks to Article 15 of the CBA.

WHEREAS the university is developing and growing its research facilities and faculty and the parties would like to add additional academic categories and ranks to accommodate that growth.

NOW THEREFORE by their signatures below, the parties agree that Article 15, Sections 3 and 4 of the CBA will be modified as follows. Except as specifically set forth below, the CBA, including Article 15, will remain in full force and effect:

Article 15, Section 3 will be amended to include the following additional categories:

(k) **RESEARCH SCIENTIST:** This category can only be used in the Visiting, Career, Pro Tem, or Retired classifications. This category requires a non-tenure track paid appointment for individuals who have at least a bachelor's degree in a arena that is immediately relevant to the research program or research facility in which the position resides. The key differentiator between this position and the research assistant position is the technical nature of skill set required of the position. Holding a relevant degree does not by itself entitle a bargaining unit member to appointment in the research scientist category.

(l) **RESEARCH ENGINEER:** This category can only be used in the Visiting, Career, Pro Tem, or Retired classifications. This category requires a non-tenure track paid appointment for individuals who have a bachelor's or higher from an accredited engineering program. The key differentiator between this position and the research assistant position is the technical nature of skill set required of the position. Holding a relevant degree does not by itself entitle a bargaining unit member to appointment in the research engineer category.

(j) **PRINCIPAL RESEARCH SCIENTIST:** This category can only be used in the Visiting, Career, Pro Tem, or Retired classifications. This category requires a non-tenure track paid research appointment for individuals who have at least a master's degree in an arena that is immediately relevant to the research

program or research facility in which the position resides. The principle research scientist will:

- Have substantial experience at a responsible technical or managerial level (normally at least 12 years for holders of a master's degree and at least 6 years for a holder of a Ph.D.)
- Show clear evidence of consistent performance in making original and innovative contributions to their discipline.
- Show leadership in developing and management technical projects involving other faculty and students
- Make substantial contributions to the University through service

Article 15, Section 4 will be amended to include the following ranks:

(k) RESEARCH SCIENTIST: Ranks in this category in ascending order are research scientist, senior research scientist I, and senior research scientist II.

(l) RESEARCH ENGINEER: Ranks in this category in ascending order are research engineer, senior research engineer I, and senior research engineer II.

(j) PRINCIPAL RESEARCH SCIENTIST: The only rank in this category is principal research scientist.

Promotion. For the purposes of promotion, the research scientist and research engineer categories are treated like research assistant and research associate series in Article 19.

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 CBA and this MOU represent the parties' entire agreement with respect to the subject matter discussed in this MOU. Except as described in this MOU, there were no inducements or representations leading to the execution of this document.

Disputes. Any and all disputes arising from the interpretation, implementation or application of this MOU are subject to the grievance and arbitration provisions of Articles 22 and 23 of the Agreement.

FOR THE EMPLOYER

FOR THE UA

Jayanth A. Banavar 6/5/18
Date
Jayanth Banavar
Senior Vice President and Provost

Michael Dreiling 6-6-18
Date
Michael Dreiling
UA President

Missy Matella 6/5/18
Date
Missy Matella
Senior Director
Employee and Labor Relations

David Cecil 6-6-18
Date
David Cecil
Executive Director