

1 UNITED ACADEMICS COUNTERPROPOSAL (09/26/2024)  
2 UNIVERSITY OF OREGON COUNTERPROPOSAL (8/26/2024)  
3 UNITED ACADEMICS COUNTERPROPOSAL (8/13/2024)  
4 UNIVERSITY OF OREGON COUNTERPROPOSAL (7/15/2024)  
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7 Document Key

8 UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | Deleted | Status Quo | Restored  
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10 ARTICLE 4. UNIT-LEVEL POLICIES  
11

12 Preamble

13  
14 ~~As a principle of equity and shared governance, unit-level policies for review, promotion and~~  
15 ~~merit shall reflect the diverse nature of the work performed by bargaining unit faculty~~  
16 ~~members within each unit and academic discipline. As a principle of equity and shared~~  
17 ~~governance and acknowledging the diverse nature of the work performed by bargaining unit~~  
18 ~~faculty members, each department's or unit's policy must articulate criteria within their~~  
19 ~~policies that clarify the expectations for faculty activity in teaching, research, and scholarship.~~  
20

21 Section 1. Initiation.  
22

- 23 a. **New departments or units.** Each new department or unit ~~will~~ shall develop a written  
24 policy delineating its procedures for the internal governance of the department or unit,  
25 merit review, professional responsibilities, review and promotion, summer session, and  
26 professional development. ~~College- or school-level policies will only~~ ~~not~~ constitute unit-  
27 level policies if approved through the process in this article. Such college- or school-level  
28 policies must articulate discipline specific review and promotion criteria within their  
29 review policies that clarify the expectations for faculty activity in research and  
30 scholarship. Guidelines for these policies are described in Appendix 2.  
31
- 32 b. **Administration-initiated revision.** The department or unit head, dean, vice president,  
33 or the Office of the Provost may call for changes to the established policy of a  
34 department or unit by informing the unit faculty of the change being considered, thereby  
35 initiating the unit's process for policy revision.  
36
- 37 c. **Faculty-initiated revision.** ~~Any~~ Department or unit faculty members, either through  
38 a governance committee or at a regular faculty meeting, may call for changes to an  
39 established unit-level policy by notifying the faculty, or department or unit head, of a  
40 change to be considered. Calls for revision of a department or unit policy ~~will~~ shall be  
41 assigned to a governance committee or considered at a regular faculty meeting within  
42 ~~90~~ ~~120~~ 60 days of the notification of the proposed change. ~~Any proposed policy~~  
43 ~~revisions that the faculty have voted against will not be brought back before the next~~  
44 ~~academic year.~~  
45
- 46 d. **University-Union revisions.** The Office of the Provost will communicate to

47 departments or units any agreements between the University and the Union that modify  
48 provisions of an established department or unit policy. Department or unit policy  
49 documents will be updated on the Provost’s website within 90 days of the agreement.  
50 Policy revisions under this subsection are not subject to the process outlined in  
51 Sections 2 and 3.

52  
53 ~~e. Existing departments without unit policies. Departments and units that have not~~  
54 ~~developed internal governance policies for merit review, professional responsibilities,~~  
55 ~~review and promotion, summer session, and professional development shall develop~~  
56 ~~such policies by June 15, 2025. College-level policies will not constitute unit-level~~  
57 ~~policies for such departments and units.~~

58  
59 **Section 2. Development and revision of policies.** All faculty in each department or unit shall  
60 have the opportunity to participate in the development and revision of that department’s or  
61 unit’s policies. At the outset of policy formulation or revision, the faculty will first consider  
62 any input provided by the appropriate governance committee, department or unit head, dean,  
63 vice president, Provost, or designee. If the faculty has amended the policy change suggested by  
64 the administrator in Section 1.b., they will submit both their amended policy and the  
65 administrator-suggested policy to the dean or vice president. Policies submitted for revision  
66 must adhere to guidelines for document format and version control established by the Office of  
67 the Provost and posted on their website. ~~Templates provided by the Office of the Provost shall~~  
68 ~~not dictate policies or criteria that are not already defined in the CBA or in university policy.~~  
69 ~~Such templates shall only specify the form that such policies shall take and not the content~~  
70 ~~therein. dictate the policies and criteria therein. Any new templates shall be shared with unit~~  
71 ~~faculty.~~

72  
73 **Section 3. Review, Approval, and Enactment.** After the department or unit process for policy  
74 development is complete, ~~within 30 days the faculty will submit their~~ the unit head shall  
75 ~~submit the faculty’s~~ recommended policy to the appropriate dean’s or vice president’s office  
76 for review. Within 45 days of submission of the faculty-approved policy, the dean, vice  
77 president, or designee will ~~either submit the approved policy to the Office of the Provost if~~  
78 ~~there are no changes or~~ provide a written notice and explanation of any non-grammatical  
79 alterations they propose to make to the faculty-approved policy before submission to the Office  
80 of the Provost to the department or unit faculty members and, upon request of faculty, meet  
81 with the unit faculty.

82  
83 If the dean has amended the faculty-approved policy, they will send both their amended policy  
84 and the faculty-approved policy to the Office of the Provost for review. The Office of the  
85 Provost will have final authority to establish policy for each department or unit. The Office of  
86 the Provost will post the established policy on their website and send it to the dean and the  
87 department or unit head within 60 days of the receipt of the material from the dean. The  
88 department or unit head shall send it to the faculty in the unit within 30 days. The timelines  
89 above also apply to policy review, distribution, and posting where the Office of the Provost has  
90 delegated review and approval to the deans.

91  
92 **Section 4. Internal Shared Governance.** Policies for internal governance must include

93 provisions for appropriate documentation of decisions and for the appropriate and  
94 equitable participation of faculty in the Tenure-Track and Tenured and Career  
95 classifications in governance and the development of departmental or unit policies.

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

115

116 **Section 5. Periodic Review.** All unit policies developed through the internal governance  
117 process, including but not limited to, merit review, professional responsibilities, review and  
118 promotion, summer session, and professional development should be ~~periodically~~ reviewed ~~if~~  
119 ~~more than five years old following and~~ upon ratification of a successor agreement to ensure  
120 that they align ~~comply~~ with and reflect current CBA language and current university policy.  
121 ~~If a unit level policy is changed as the result of an agreement between the parties, the~~  
122 ~~University will clearly communicate the changes to each unit.~~

123

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