



UNITED ACADEMICS PROPOSAL
ARTICLE 3
SHARED GOVERNANCE

Preamble

Oregon state law and the University of Oregon's original Charter and Constitution, as well as long-established practice recognize the vital role of shared governance between the University Senate and the Administration, both in setting priorities and making policy on academic matters and as a guarantee of the freedom upon which excellence in higher education depends. Although United Academics, as the elected and certified bargaining agent, retains the exclusive right to reach agreement on the terms and conditions of employment for members of the bargaining unit, the parties recognize that, under the University of Oregon's system of shared governance, significant aspects of faculty work are determined by the academic program as governed by the University Senate's authority to legislate in matters of academic concern. It is mutually desirable that the collegial system of governance, as established in the Constitution of December 15, 2011, be maintained and strengthened so that faculty will have a mechanism and procedure, independent of the collective bargaining process, for legislating in all academic matters.

Section 1. The faculty shall have primary authority over decisions concerning matters that bear directly on the teaching and research conducted by the University, such as: choice of method of instruction; subject matter to be taught; policies for admitting students; standards of student competence in a discipline; maintenance of a suitable environment for learning; and standards of faculty competence. The University Administration will depart from the faculty judgment on these matters only in rare instances and for compelling reasons which should be stated in detail. With respect to matters that bear less immediately on the teaching and research conducted at the University, such as decisions about the institution's long-range objectives, its physical and fiscal resources, the distribution of funds and the selection of a president, the decisionmaking process will include the faculty, and the faculty voice in such matters will be accorded great respect.

Section 2. The parties agree that it is mutually desirable that the existing collegial system of shared governance be maintained and strengthened so that faculty will have a mechanism and procedures, independent of collective bargaining, for appropriate participation in the governance of the university. To that effect, the University of Oregon Constitution shall remain in existence for the duration of this Agreement subject to review and modification in accordance with applicable Constitutional procedures.

Section 3. Departments or other traditional governance structures (units) have an active and significant role in academic matters as defined in Sections 1 and 2 of this Article. The faculty of the colleges and/or departments, or other academic units shall develop a policy on shared governance. The policy of each department/unit shall include procedures for faculty members to share significantly in unit-related governance responsibilities as defined in Sections 1 and 2 of this Article and in accordance with the UO Constitution, and include, at a minimum, the following:

- 1
2 (a) List of governance committees with a description of their charges, powers, responsibilities
3 and membership structure
4 (b) Motion filing, deliberation and voting procedures
5 (c) Procedures for election or appointment to committees.
6

7 The established policy on shared governance is subject to review and approval by appropriate
8 dean or unit head. Should the dean or unit head wish to reject or modify any part of the faculty-
9 approved policy, the dean or unit head will provide a written explanation of amendments and
10 explain the rationale at a faculty meeting.
11

12 Governance in the departments/units shall be conducted in accordance with their respective
13 policy, which shall be filed with the appropriate academic administrators and posted on the
14 department/unit web sites. Governance must also be conducted in accordance with the UO
15 Constitution.
16

17 Career NTTF, in accordance with the UO Constitution, shall have, with a few exceptions that
18 must be justifiable (e.g. Tenure Review/Promotion Committees), full participation and voting
19 rights in shared governance.
20

21 Nothing in this Article shall be construed as abridging traditional rights of self-governance of
22 departments/units, to the extent those rights are exercised in accordance with the statutes and
23 policies of the university and with this Agreement.
24

25 **Section 4.** No faculty member will be subject to discrimination, discipline or termination
26 resulting from participation in the system of shared governance.