

[Sent to adjunct NTTF on 09 December 2013]



Dear Colleague,

As you likely know, the University of Oregon has recently entered into its first collective bargaining agreement (CBA) with faculty, now represented by the union, United Academics. The CBA addresses a number of practices and procedures on campus, including some that have a direct impact on you as a Non-Tenure-Track Faculty member (NTTF). I am writing on behalf of Academic Affairs to ensure that you are informed about one of the major contract provisions that may affect you, and to provide access to more detailed information.

A Memo of Understanding (MOU) appended to the CBA establishes eligibility criteria for the one-time "reclassification" of adjunct NTTF positions to "career" positions. Positions that may be eligible for possible reclassification under the MOU include "short-term" and "long-term" adjuncts. In this context, "short-term" means faculty who have been issued an adjunct contract for this academic year and have held the same position for all or part of academic years 2011-12 and 2012-13. "Long-term" means faculty who have contracts for this academic year and have held the same position for three prior academic years. The unit head must consider the position to be "on-going" in order to reclassify it.

The MOU describes a set of decisions that may result in the reclassification of your position into a career NTTF position. If your position is reclassified as career, you will be appointed to that position for the remainder of the contract year. You may be offered the opportunity to be appointed directly into the new position for the next academic year if you have performed to the standards of the unit as published or practiced. If there is some question regarding your performance, you will be reviewed before the end of your contract period. Other possible outcomes of the decision-making process include the creation of new career NTTF positions, or the decision to continue a position as an adjunct position.

Your supervisor, department head, or dean will be contacting you within the next couple of months to inform you of the status of your position. If you disagree with the decision of your department/unit head regarding whether your position is "on-going," you may challenge the decision through the grievance process.

It is our goal to complete the re-classification process by the end of January.

More detailed information about re-classification can be found on the Academic Affairs web site at academicaffairs.uoregon.edu/workshops under the heading "one-time reclassification." That link includes a video presentation and power point. The collective bargaining agreement, including this MOU, is also available on the Academic Affairs web site: <http://academicaffairs.uoregon.edu/>

The University and the Union are working together to make this important reclassification process as smooth and equitable as possible. I am available to answer questions at baltmann@uoregon.edu, as is Jane Gordon, who is working with us in Academic Affairs on CBA implementation and can be reached at jgordon@uoregon.edu.

Please do not hesitate to contact one of us with your questions or concerns.

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