

THE OFFICE OF
Academic Affairs

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CBA Implementation: One-time Reclassification of Adjunct Faculty

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7 November, 2013



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DOCUMENTS

MEMORANDUM OF UNDERSTANDING

BETWEEN: United Academics (UA)

AND: University of Oregon (UO)

RE: One-time Reclassification of Adjunct Faculty

RECITALS:

A. UA is the exclusive representative of a bargaining unit comprised of faculty of the University of Oregon (except for those faculty excluded by law or agreement). UO is the employer of the faculty.

B. UA and UO are negotiating the first collective bargaining agreement (CBA) which will include an article defining the classifications and ranks for bargaining unit faculty members. In general, faculty members are employed in specific positions. The positions are classified; the faculty members holding them are ranked. All positions will be classified according to the system described in Article 15, Classification and Rank. All faculty members must be identified with a classified position and hold a particular rank within that classification.

C. The parties intend this MOU to govern a one-time reclassification of positions and current adjunct faculty members upon the implementation of the parties' first CBA.

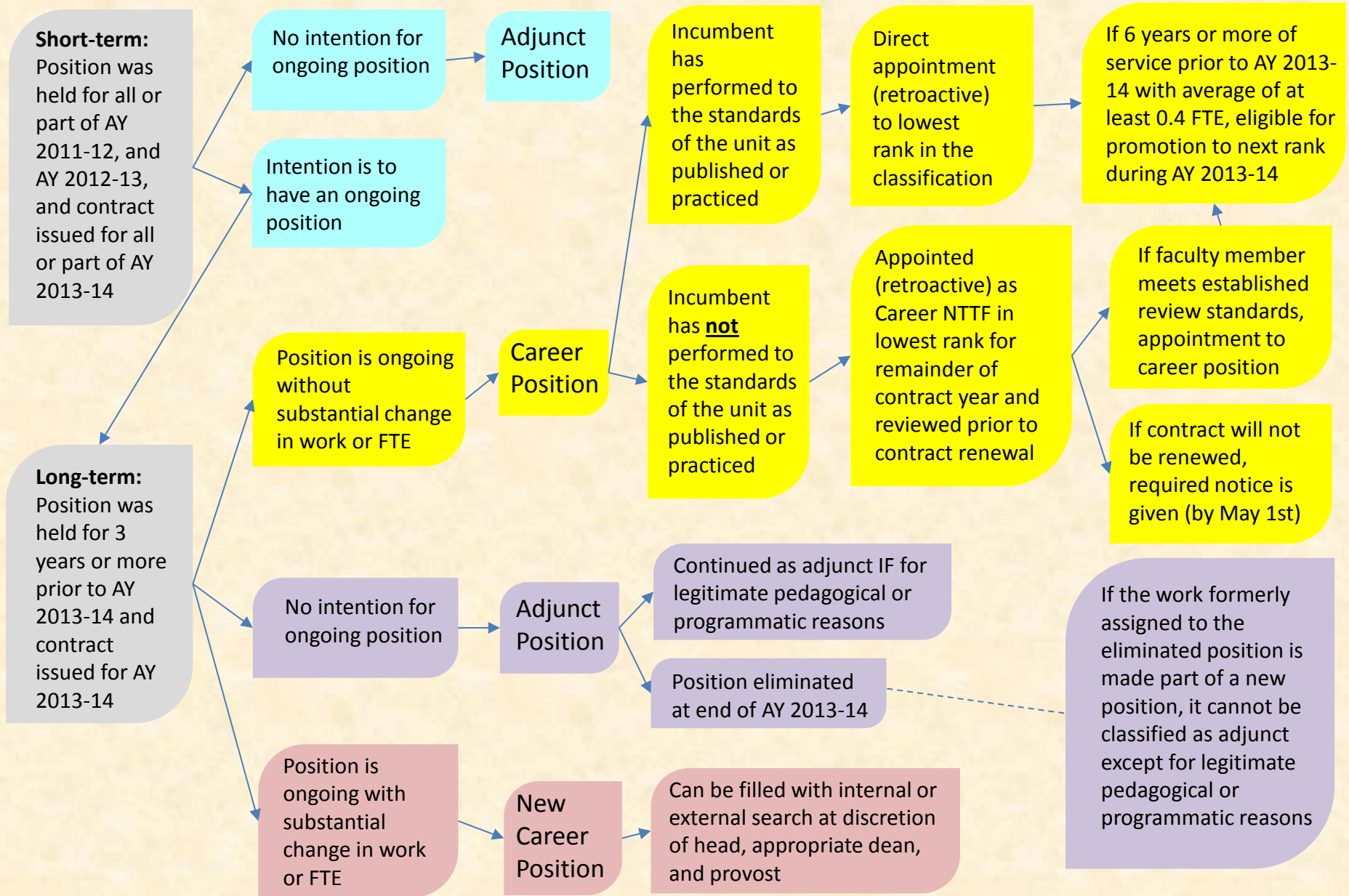
AGREEMENTS:

1. As soon as practicable after the effective date of the CBA, the head of each department or unit will examine the position held by each bargaining unit faculty member in the department or unit classified as adjunct according to the following:

a. Review of short term appointments: If the bargaining unit faculty member has held her or his position for all or part of AY 2011-12 and AY 2012-13 and has been issued a contract for all or part of AY 2013-14, then the position held by that faculty member will be classified as ADJUNCT unless the head and bargaining unit faculty member agree that the intention of the appointment was that it would be an ongoing appointment. If the faculty member and head so agree, then the position and faculty member will be considered under the review of long-term appointments (b) below.

b. Review of long term appointments: If the bargaining unit faculty member, currently classified as ADJUNCT, has served in the same position for three academic years prior to AY 2013-14 and has been issued a contract for AY 2013-14, then her or his position and appointment to that position will be considered as follows:

One-Time Reclassification of Adjunct Faculty, AY 2013-14*



NOTE: Adjunct appointments that do not qualify as short-term or long-term appointments as specified above are not subject to this **one-time** review for reclassification

*This diagram is meant as a helpful guide and does not constitute an official University interpretation of the MOU. Last updated Nov. 5, 2013

ONE-TIME RECLASSIFICATION OF ADJUNCT FACULTY

KEY WORDS

- One-time
Includes only NTTF working part or all of this year (AY13-14)
- Reclassification
- Adjunct faculty

ADJUNCT V. CAREER: WHAT'S THE DIFFERENCE?

- adjunct: “A non-tenure-track paid temporary appointment that is intermittent or of limited duration.” Can be extended beyond three years only for “legitimate pedagogical or programmatic reasons.”
- Distinct from “career” appointments in any NTTF category (i.e. instructor, lecturer, professor of practice, librarian, research assistant, research associate, research professor)

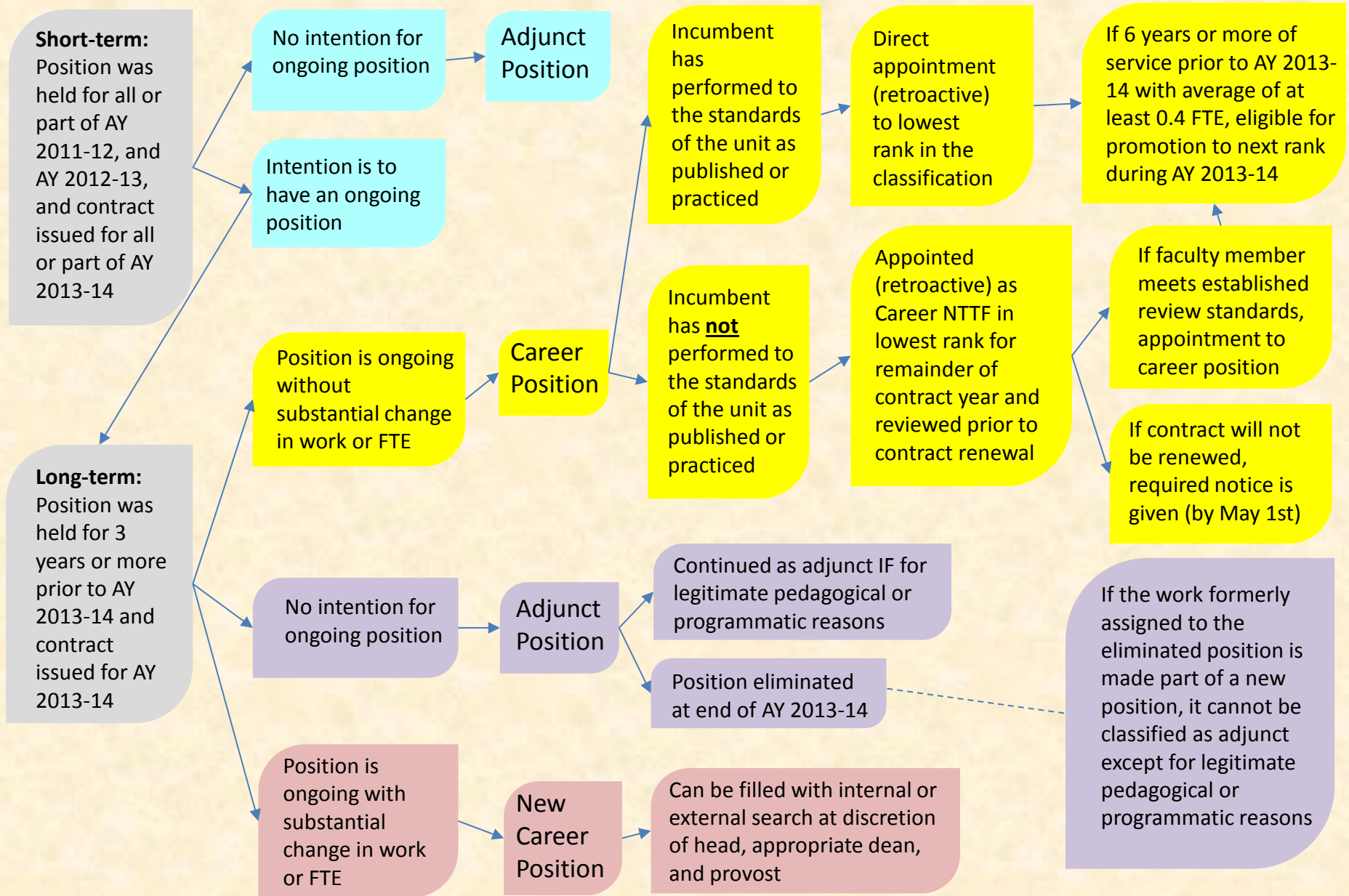
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PRINCIPLES

- First consider position, then incumbent
- If position stays “adjunct,” it ends after 3 years or must be justified for pedagogic or programmatic reasons
- Reclassification to “career” is retroactive to beginning of contract
- If position is on-going but changes substantially, it is replaced with a new “career” position
- Decision regarding reclassification can be grieved

(CBA Article 22)

One-Time Reclassification of Adjunct Faculty, AY 2013-14*



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HOW TO PROCEED?

- Work from UPS spread sheet listing all adjuncts
- Consult with advisory/executive committee
- Use “decision tree” to determine for each eligible position whether to reclassify
- For positions becoming “career,” decide whether to appoint/review person in the job
- Review individuals as necessary
- For positions remaining “adjunct,” explain pedagogic or programmatic reasons
- Consult with dean/associate dean/Academic Affairs

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SUGGESTED TIMELINE

- November: UPS sends spread sheets with data listing all adjuncts; AcAff provides sample letters for each possible outcome
- November–December: reclassification decisions, consultation with appropriate elected advisory/executive committee, deans, others
- December–January: communication with incumbents
- January–March: review of incumbents as necessary

AND AFTER THIS ONE-TIME PROCESS?

- Run searches as necessary
- On-going option for NTTFs to petition for reclassification
- Promotion of those in newly-reclassified career positions (counting prior service; must have 6 years or more at an average of .4 FTE)
- Units continue to have the option to restructure NTTF positions

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RESOURCES

Collective Bargaining Agreement – available on
Academic Affairs web site:

<http://academicaffairs.uoregon.edu/>

UO Faculty CBA Implementation web site:

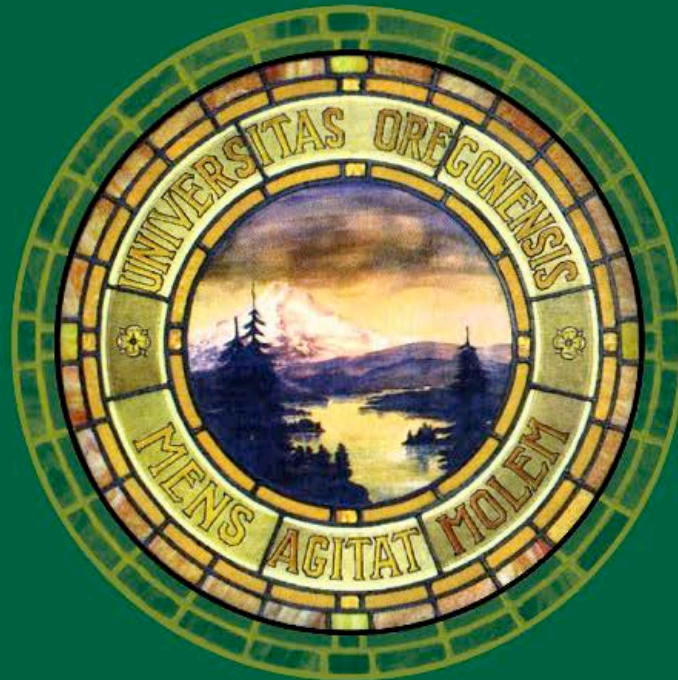
<http://uo-cba.uoregon.edu/>

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