

1 **ARTICLE 17. ASSIGNMENT OF PROFESSIONAL RESPONSIBILITIES**
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3 **Preamble.** The University and the Union recognize that, given the diverse nature of the work
4 performed by bargaining unit faculty members, the varying types of appointments, and the
5 needs of the university, the weighting of assignments and the particulars of individual
6 assignments will vary both between and within units. The University and the Union also
7 recognize that each bargaining unit faculty member has the obligation to devote his or her best
8 efforts to the university, and particularly to students; to perform all duties with professionalism
9 and diligence and in accordance with the standards appropriate in AAU institutions; to act
10 ethically and in compliance with the accepted professional standards; to account for all money
11 or property received; to use money and property only for lawful purposes and in accordance
12 with policy; to treat confidential information as confidential; to cooperate with the university
13 with regard to investigations, audits, and legal proceedings; and to represent the university
14 with professionalism.
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16 **Section 1.** Assignment of professional responsibilities may consist of some combination of
17 instructional activities (including class preparation, classroom teaching, evaluation of student
18 work, advising and mentoring, and various forms of communication with students); research,
19 scholarship, and creative activity; and service within the department, school, college or
20 institute, and the university, and to external organizations, and communities.
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22 **Section 2.** The faculty in each department or unit will begin the process of developing a
23 written policy for the assignment of professional responsibilities and stipends or academic
24 support resources, by first considering any input provided by the department or unit head,
25 dean, vice president, Provost, or designee. The faculty will submit their recommended policy
26 to the appropriate dean, vice president, or designee for review. The dean, vice president, or
27 designee will document and discuss any revisions he or she makes to the policy with the
28 faculty before submitting his or her recommended policy to the Provost or designee. The
29 Provost or designee will have final authority to establish the policy for each department or
30 unit. If the Provost or designee materially alters the faculty-recommended policy, he or she
31 will provide a written explanation for the change(s) to the faculty in the department or unit.
32 The department or unit head, dean, vice president, Provost, or designee may initiate changes to
33 established policies by informing the appropriate faculty of the change being considered,
34 thereby initiating the process described in this Section.
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36 **Section 3.** The workload policy shall define a 1.0 FTE workload for all academic instructional
37 classifications and ranks employed by the department or program, and shall address how each
38 of the following items contribute to the overall FTE. For non- instructional classifications or
39 where tenure-related or non-tenure track faculty are not primarily instructional, specific job
40 descriptions should be developed to address the particular workload of the bargaining unit
41 faculty member. Instructional faculty workloads will, in general, address the following:
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- 43 a. Course load
- 44 b. Service expectations
- 45 c. Research, scholarship and creative activity
- 46 d. Professional development related to teaching, research and service
- 47 e. Undergraduate and graduate advising

1 f. Student contact and communication
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3 **Section 4.** Workload policies should also describe a process for accounting for individual
4 faculty needs when assigning workload. Factors to consider include, but are not limited to:

- 5
6 (a) New course preparations
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8 (b) Balance of workload components based on faculty review, promotion and tenure,
9 professional development expectations and agenda for research, scholarship and creative
10 activity
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12 (c) Administrative duties
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14 (d) Timing of activities (e.g., publication and grant deadlines, course load in given terms,
15 and promotion review dates)
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17 (e) Job description
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19 **Section 5.** An individual's particular professional responsibilities shall be assigned in
20 accordance with the departmental or unit policy. Assignments shall reflect:

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22 (a) The instruction, research, and service needs of the university and its departments,
23 institutes, centers and other academic units;
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25 (b) The bargaining unit member's qualifications and expertise and potential to
26 acquire the appropriate expertise;
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28 (c) The bargaining unit member's evolving professional interests;
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30 (d) Generally accepted practices in the field; and
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32 (e) A realistic balance of duties consistent with the criteria for review.

33 **Section 6.** The Provost or designee shall be responsible for the scheduling and assignment of all
34 bargaining unit faculty members' professional responsibilities. A bargaining unit faculty
35 member shall be afforded the opportunity to meet with his or her dean, director or designee at
36 least annually, before responsibilities are assigned, to discuss the bargaining unit faculty
37 member's preferences regarding assignments for teaching, research, service and other
38 professional responsibilities as set forth in this Article, and the member's anticipated resource
39 needs.

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41 The Provost or designee may modify scheduled assignments, provided that the department or
42 unit head discusses changes with the faculty member before they are made and that changes are
43 not made for arbitrary or capricious reasons.

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45 Faculty members may request to adjust schedules or assignments.

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47 **Section 7.** Each bargaining unit faculty member must be fully engaged in teaching, research,

1 and service work for the university to the extent of his or her appointment, and must be engaged
2 in work or reasonably available for work for the entirety of the term for which the bargaining
3 unit member is employed unless on approved leave.

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5 **Section 8.** An overload assignment is (1) an assignment that is in addition to the bargaining unit
6 faculty member's regular assignment and FTE status; (2) a one time or limited assignment,
7 made or approved by the Provost or designee, that is in addition to or different from regular or
8 usual assignments for the member's classification and rank; or (3) assignments unrelated to the
9 bargaining unit member's primary job responsibilities.

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11 **Section 9.** Overload appointments, except those listed in Section 10, will be assigned an FTE
12 percentage commensurate with normal workload duties and compensated accordingly. Faculty
13 may request that overload compensation take the form of class release. No bargaining unit
14 faculty member may be disciplined or terminated for refusing an overload assignment.

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16 **Section 10.** The following programs rely on alternative compensation models in order to be
17 financially viable and, therefore, any overload assignments in these programs may be
18 compensated through a lump sum in an amount to be agreed upon by the University and the
19 bargaining unit member:

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21 (a) IntroDucktion
22 (b) Freshman Seminar
23 (c) College Scholars
24 (d) College Advising
25 (e) First-year Interest Groups (FIGs)
26 (f) General Education Renaissance
27 (g) Rutherford Initiative
28 (h) Oregon Executive MBA Program (OEMBA)
29 (i) Humanities Program
30 (j) Academic Extension
31 (k) International Student Orientation
32 (l) Sports Product Management Program
33 (m) Study Abroad
34 (n) Honors College Seminars
35 (o) Insight Seminars
36 (p) Academic Residential Communities (ARC)
37 (q) Short Executive Seminars
38 (r) Any one-day seminars, workshops, or similar one-day programs
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40 Other programs or activities may be compensated with a lump sum upon mutual agreement
41 between the University and the Union.

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43 **Section 11.** Appointments for which compensation is paid, in whole or in part, with
44 federal funds may be ineligible for overload appointment or compensation.
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