MEMORANDUM OF UNDERSTANDING REGARDING METRICS RELATING TO
DEPARTMENT/UNIT RESEARCH PRODUCTIVITY AND QUALITY

WHEREAS metrics can be valuable in understanding the work of the university and allocating
limited resources to support the university's mission and commitment to its students;

WHEREAS metrics should include both quantitative and qualitative measures of faculty work in
research, teaching and service;

WHEREAS a task force of faculty and administrators produced (August 1, 2017) a set of
recommendations of what metrics are appropriate to understanding the University of Oregon
in light of its mission and resources available;

WHEREAS the introduction of evaluative measures leads to anxiety among faculty if they are
not involved in the development of such standards;

WHEREAS faculty have concerns that the metrics will be used inappropriately for things such as
"ranking" faculty members or departments;

WHEREAS faculty have concerns they will be using metrics to establish some sort of threshold
at which faculty members could be "cut" if they do not meet that threshold; and

WHEREAS it is responsible to study what has worked and what has not worked at other
universities;

THEREFORE it is agreed that the Office of the Provost will undertake a process to produce a set
of department/unit level research measures that describe what the unit and discipline
understand to be quality in research and creative activity in that field and the relevant
subfields. This process will include consultation among the faculty, deans, and members of the
Provost’s office, and consideration of what metrics other universities have used and to what
end, to ensure that the resulting metrics are transparent, workable, and representative of
faculty research quality.

THEREFORE the resulting metrics will be used in aggregate to understand faculty work in the
various departments/units and will not be used for individual personnel decisions unless they
are added to the unit-level promotion and tenure and merit raise policies through the shared
governance process established by the United Academics collective bargaining agreement;

THEREFORE neither the Office of the Provost and Academic Affairs, nor the various deans’
offices will issue guidance proposing modifications of unit-level promotion and tenure and
merit raise policies to incorporate these metrics for individual personnel decisions until a
successor collective bargaining agreement is finalized. Further, neither the Office of the Provost
and Academic Affairs, nor the various deans’ offices will compel units to use Academic Analytics
in their promotion and tenure and merit policies or in the creation of metrics for their individual units. This section does not limit the right of individual units to: (1) initiate changes to their promotion and tenure or merit policies; or (2) to use Academic Analytics in their promotion and tenure or merit policies or in the creation of metrics for their individual units.

THEREFORE neither this MOU nor the actions resulting from it will be relied upon by either party to establish past practice. This MOU will not have a precedential effect. This MOU shall sunset upon ratification of a successor collective agreement.

FOR THE EMPLOYER

Scott Pratt
Executive Vice Provost

Missy Matella
Senior Director of Employee & Labor Relations

Date 3/15/18

FOR THE UA

Michael Dreiling
President

David Cecil
Executive Director

Date 3/16/18