

Supporting Non-Tenure Track Faculty Through Collective Bargaining: The United Academics of UO Experience

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United Academics of the University of Oregon (UAUO) has seen significant gains for non-tenure track faculty in their first two contracts. They have also maintained a collaborative relationship with UO administration through ongoing problem-solving and contract enforcement.

Non-Tenure Track Gains in UAUO Contract

- Created career track positions with clear promotional steps toward longer appointments (2 or 3 years) and salary raises upon promotion.
- Established the expectation of “reasonable and appropriate” non-tenure track (NTT) faculty participation in departmental meetings and departmental service.
- Guaranteed NTT faculty input in policies regarding unit-level workload, FTE, promotion, and merit raises.

Collective Bargaining at UO

- Bargaining priorities were established via 1-on-1 conversations and a broad survey of all union members, then refined utilizing a series of 11 topic-specific workgroups comprised of both TT and NTT faculty from across the University.
- Embodying collegiality and solidarity at the bargaining table, TT faculty spoke to NTT issues, and NTT spoke to TT issues.

UAUO and Administration Relations

- UO administration has taken contract enforcement seriously and maintained a collegial relationship and open communication with UAUO.
- Issues affecting NTT faculty have been acknowledged and addressed, and the administration has worked collaboratively with UAUO to ensure policies are followed at the unit level.
- Most faculty concerns and potential contract violations have been handled without the need for formal grievance procedures.

Collective bargaining facilitates collaboration between tenure track and non-tenure track faculty, as well as with university administration.



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