

Faculty Union & Senate Relationship: The United Academics of UO Experience

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The contract negotiated by the United Academics of the University of Oregon (UAUO) has strengthened shared governance and further empowered the University Senate.

Enforceable Policies

- UAUO contract streamlines the grievance and arbitration process that was previously cumbersome and unclear.
- University Senate-approved policies are enforceable using the contract's grievance and arbitration procedures.
- Additionally, all "duly adopted policies" across the University now have the backing of state law, providing an effective accountability mechanism.
- An enforceable contract gives the University Senate more room to say "no" to administrative priorities that do not have faculty support.

Senate-Union Collaboration

- UO University Senate and UAUO generally maintain separate spheres of influence, with the Senate focusing on academic policies and UAUO focusing on matters related to employment and working conditions.
- On overlapping issues, the Senate and UAUO collaborate. A dedicated liaison position exists to facilitate communication between the two bodies.
- Several faculty members are active in both UAUO and their University Senate, further enabling coordination.
- Many of the policies required by the contract have also been extended to professional faculty and other employees not in the bargaining unit.

The University Senate and faculty union work collaboratively to improve work life at the University of Oregon.



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