

1 **UNITED ACADEMICS PROPOSAL**

2 **LETTER OF AGREEMENT: ACKNOWLEDGMENT OF EXCEPTIONAL SERVICE**

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4 In recognition of the fact that faculty of color, women faculty, and faculty from other  
5 underrepresented communities often perform substantial informal labor (e.g. advising/mentoring  
6 students) above and beyond heavy formal service duties, the Parties agree to create a pilot  
7 program to provide course releases to bargaining unit members who demonstrate exceptional  
8 commitment to diversity, equity, and inclusion at OSU.

9 For AY 2021-2022 and AY 2022-2023, the Employer will grant twenty course releases to  
10 distribute at the beginning of each academic year to recognize exceptional service and work  
11 toward diversity, equity, and inclusion in the previous academic year to be awarded by the  
12 Faculty Senate Diversity Council. Bargaining unit members may be nominated by other faculty,  
13 academic unit heads, deans, students, or may be self-nominated. Decisions to award a course  
14 release will be based on the bargaining unit member's most recent PROF and any letters of  
15 support included describing the bargaining unit member's work in support of diversity, equity,  
16 and inclusion.

17 Bargaining unit members receiving a course release will arrange with their academic unit head  
18 the term in which the course release will be taken.

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