

1 UNITED ACADEMICS PROPOSAL

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3 MEMORANDUM OF UNDERSTANDING: TENURED INSTRUCTORS

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6 This Memorandum of Understanding is entered into by and between the United Academics of  
7 Oregon State University, AFT/AAUP (“UAOSU”) and Oregon State University (“Employer”)  
8 and the Employer on behalf of the following bargaining unit members in the Instructor (Tenure-  
9 Track) category, who currently hold tenured Instructor positions listed below:

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11 • Brian Charlton, Tenured Senior Instructor I  
12 • Angela Carlson, Tenured Senior Instructor I  
13 • Todd Kesterson, Tenured Senior Instructor I  
14 • Loren Chavarria Bechtel, Tenured Senior Instructor II  
15 • Melodie Putnam, Tenured Senior Instructor II

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17 Instructor (Tenure-Track) is a tenure-track paid appointment with an expectation of scholarship  
18 in addition to primary duties in instruction, advising, and design and development of courses and  
19 curriculum. Ranks are Instructor, Senior Instructor I, and Senior Instructor II, in ascending order.  
20 The Parties agree that each of these bargaining unit members in the Instructor (Tenure-Track)  
21 category will maintain their awarded tenure status. All other terms and conditions as set forth  
22 within this Agreement for the Tenure-Track classification are remain applicable to these  
23 bargaining unit members.

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25 This Memorandum is limited in scope to the bargaining unit members specifically identified  
26 within this Memorandum and is not intended to be extended to other bargaining unit members as  
27 the University has ceased the practice of awarding tenure to fixed-term bargaining unit members.

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29 The Parties acknowledge that the Employer has ceased the practice of offering Instructor  
30 (Tenure-Track) positions.