

1 **UNITED ACADEMICS PROPOSAL**

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

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

8 For AY 2021-2022 and AY 2022-2023, the Employer will grant fifteen course releases to  
9 distribute at the beginning of each academic year to recognize exceptional service and work  
10 toward diversity, equity, and inclusion in the previous academic year.

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