

8/8/2023

1 Letter of Agreement (LOA): Professor of Teaching

2 By and Between United Academics of Oregon State University (UAOSU) and Oregon State
3 University (The Employer)
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6 **Section 1:** The Parties (UAOSU and The Employer) agree to incorporate ~~the Professor of~~
7 ~~Teaching category~~ **this Letter of Agreement** into the existing Collective Bargaining Agreement
8 during the next round of successor negotiations.
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10 **Section 2:** The Parties agree to the creation of a fixed term professorial category titled
11 Professor of Teaching. This position is a faculty appointment with rank, represented by UAOSU
12 per Article III of the Collective Bargaining Agreement (CBA), and covered by the terms and
13 conditions of said Agreement.
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15 A Professor of Teaching Appointment is defined, consistent with other fixed-term professorial
16 appointments listed in Article XII of the CBA, as: a fixed-term paid appointment with primary
17 duties in the area of instruction, and an expectation of scholarship and service as defined in the
18 position description. Ranks are Assistant Professor (Teaching), Associate Professor (Teaching),
19 and Professor (Teaching) in ascending order.
20

21 Professors of Teaching will be covered by and subject to all CBA references to fixed term
22 professorial faculty, unless explicitly modified by this LOA.
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24 Minimum salary rates for Professors of Teaching will match those for Professor of Practice until
25 such time as the Parties agree on minimum salaries specific to the Professor of Teaching
26 category.
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28 For the purposes of promotion within the Professor of Teaching category, the Parties agree that
29 promotion timelines ~~consistent with Article XIV, Section 3 of the CBA~~ and procedures consistent
30 with Article XVI of the CBA will be used. Promotional guidelines for Professor of Practice, as
31 described by Article XVI of the CBA and the ~~established university Professor of Practice~~
32 ~~promotional guidelines~~ **Faculty Affairs Web Page**, will be used for those with a Professor of
33 Teaching appointment until such time as the Parties agree on new guidelines specific to the
34 Professor of Teaching category.
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36 Bargaining unit members transitioning into Professor of Teaching appointments from current
37 OSU positions will be given **no less than one year of** credit towards promotion in the Professor
38 of Teaching category for **service work commensurate with their new appointment**. ~~rendered~~
39 ~~toward the specific instructional and scholarship work effort~~ **Prior service credit will be calculated**
40 **from** ~~since assignment of the work~~ **the member's hire date** or last promotion ~~which included the~~
41 ~~assigned work, whichever is more recent. This provision is in effect based upon the timeline~~
42 ~~established in Section 5 of this Letter of Agreement.~~
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1 **Section 3.** The Parties mutually affirm the importance and desirability of tenured/tenure-track
2 appointments at Oregon State University. As such, the employer affirms that the Professor of
3 Teaching Category will not be used as a means to reduce the use of tenured/tenure-track
4 positions at Oregon State University **and academic units will be discouraged from replacing**
5 **tenure line positions with Professor of Teaching appointments.** This is not meant to prevent the
6 rare occasion in which an individual in a tenured or tenure-track position, in consultation with
7 their academic unit, ~~from is transitioning~~**ed the appointment** to a Professor of Teaching
8 appointment by mutual agreement with the employer. **The employer will notify UAOSU prior to a**
9 **tenured or tenure-track bargaining unit member being transitioned into Professor of Teaching**
10 **appointment.**

11
12 **Section 4.** ~~Under this LOA and per the timeline established in Section 5 of this Letter of~~
13 ~~Agreement, any A~~ bargaining unit member transitioning from a current fixed term position into a
14 new Professor of Teaching appointment may not be paid at a lower salary rate than their current
15 salary and may not receive a shorter contract length than they are eligible for in their current
16 appointment. **In the event the bargaining unit member has more than one appointment in the**
17 **bargaining unit, their highest salary rate and maximum contract length will be used.**

18
19 **Section 5.** ~~For academic year 2023-2024 2026 From October 1, 2023 through December 31,~~
20 ~~2023,~~ bargaining unit members holding active fixed term positions will receive, upon petition to
21 their supervisor and HR, a review for recategorization into a Professor of Teaching position.
22 Recategorizing current bargaining unit members will be subject to unit need and only be
23 appropriate if the bargaining unit member meets the minimum qualifications for the position, and
24 their assigned work is more commensurate with a Professor of Teaching position than their
25 current position.

26
27 **Section 6.** When academic units seek to fill a Professor of Teaching position via a competitive
28 search, **bargaining unit members holding active fixed term positions who meet the minimum**
29 **qualifications will be guaranteed meaningful consideration as candidates for the position when**
30 **they apply.** Units should consider a candidate's contributions to the institution and potential to
31 produce valued research/scholarship/creative activity as significant factors even if they have not
32 been assigned research work in their job duties at OSU.

33
34 **Section 7.** The employer will share this LOA **with all bargaining unit members** when announcing
35 the creation of the Professor of Teaching position.