

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 and certain elements of this Letter of Agreement as specifically stated below,
8 into the existing Collective Bargaining Agreement during the next round of successor negotiations.
9 This Letter of Agreement will sunset upon full execution of the successor labor contract between
10 the parties.

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12 **Section 2:** The Parties agree to the creation of a fixed term professorial category titled Professor
13 of Teaching. This position is a faculty appointment with rank, represented by UAOSU per Article
14 III of the Collective Bargaining Agreement (CBA), and covered by the terms and conditions of said
15 Agreement.

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17 A Professor of Teaching Appointment is defined, consistent with other fixed-term professorial
18 appointments listed in Article XII of the CBA, as: a fixed-term paid appointment with primary duties
19 in the area of instruction, and an expectation of scholarship and service as defined in the position
20 description. Ranks are Assistant Professor (Teaching), Associate Professor (Teaching), and
21 Professor (Teaching) in ascending order. The Parties agree that these provisions for the
22 Professor of Teaching category will be incorporated into the CBA.

23
24 Professors of Teaching will be covered by and subject to all CBA references to fixed term
25 professorial faculty, unless explicitly modified by this LOA.

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27 Minimum salary rates for Professors of Teaching will match those for Professor of Practice until
28 such time as the Parties agree on minimum salaries specific to the Professor of Teaching
29 category.

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31 For the purposes of promotion within the Professor of Teaching category, the Parties agree to
32 use promotion timelines and procedures consistent with Article XVI of the CBA. Promotional
33 guidelines for Professor of Practice, as described by Article XVI of the CBA and the established
34 university Professor of Practice promotional guidelines located on the Faculty Affairs web page,
35 will be used for those with a Professor of Teaching appointment until such time as the Parties
36 agree on new guidelines specific to the Professor of Teaching category.

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38 Bargaining unit members transitioning into Professor of Teaching appointments from current OSU
39 positions will be given no less than one year of credit towards promotion in the Professor of
40 Teaching category for work assigned and performed in instructional and scholarship efforts
41 commensurate with the new appointment. The calculation of prior service credit will be based on
42 the date such work was initially assigned or since the last promotion which included the assigned
43 work, whichever is more recent. This provision is in effect based upon the timeline established in
44 Section 5 of this Letter of Agreement.

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2 **Section 3.** The Parties mutually affirm the importance and desirability of tenured/tenure-track
3 appointments at Oregon State University. As such, the employer affirms that the Professor of
4 Teaching Category will not be used as a means to reduce the use of tenured/tenure-track
5 positions at Oregon State University. This is not meant to prevent the rare occasion in which an
6 individual in a tenured or tenure-track position, in consultation with their academic unit, is
7 transitioned to a Professor of Teaching appointment by mutual agreement with the employer. The
8 employer will notify UAOSU prior to a tenured or tenure-track bargaining unit member being
9 transitioned into Professor of Teaching appointment.

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11 **Section 4.** The Parties agree that a bargaining unit member transitioning from a current fixed
12 term position into a new Professor of Teaching appointment may not be paid at a lower salary
13 rate than their current salary and may not receive a shorter contract length than they are eligible
14 for in their current appointment. In the event the bargaining unit member has more than one
15 appointment in the bargaining unit, and subject to pay equity considerations, they may not be paid
16 at a lower salary rate, nor receive a shorter contract than they are eligible for in their current
17 appointments. The Parties agree that these provisions for the Professor of Teaching category will
18 be incorporated into the CBA.

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20 **Section 5.** From October 1, 2023 through April 30, 2024, bargaining unit members holding active
21 fixed term positions will receive, upon petition to their supervisor, University Human Resources
22 and the Office of Faculty Affairs, a review for transitioning into a Professor of Teaching position.
23 The transitioning of any current bargaining unit members will be subject to unit need and only be
24 appropriate if the bargaining unit member meets the minimum qualifications for the position, and
25 their currently assigned work is more commensurate with a Professor of Teaching position than
26 their current position.

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

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35 When a bargaining unit member is determined to be the successful candidate in a competitive
36 search, they will be given no less than one year of credit towards promotion in the Professor of
37 Teaching category for work assigned and performed in instructional and, when applicable,
38 scholarship efforts commensurate with the new appointment.

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

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On behalf of UAOSU:

DocuSigned by:
Marisa Chappell
Marisa Chappell

8/17/2023 | 13:07:08 PDT

On behalf of OSU:

DocuSigned by:
Heather Horn
Heather Horn

8/17/2023 | 12:47:07 PDT