

**BETWEEN
UNIVERSITY OF OREGON
AND
UNITED ACADEMICS OF THE UNIVERSITY OF OREGON. AFT/AAUP, AFL-CIO**

This Memorandum of Understanding ("MOU") is entered into by and between University of Oregon ("University") and United Academics ("Union"), collectively referred to as "the parties."

- a. **WHEREAS**, The parties agreed to a course evaluation memorandum of understanding (Course Evaluation MOU) regarding the standards for teaching evaluations (the "Standards") and the implementation of student experience surveys.

- b. **WHEREAS**, The parties have agreed to toll for one year the obligation to ask units to implement department-specific criteria implementing the Standards for faculty reviews ("Unit Criteria").

The parties agree as follows:

Amendment.

The opportunity for units to modify the standards in section 9 with unit-specific standards, as provided for in Section 7 of the Course Evaluation MOU signed by the parties in August of 2019, is tolled until September 2021. The standards and conditions outlined in Section 9 will go into effect as the university's baseline definition of teaching quality in Fall 2020. Questions and any adverse actions that result from the application of the standards to teaching reviews will be resolved and reviewed by the Office of the Provost (OtP) for AY20/21. OtP will pay careful attention to possibilities that the faculty member was negatively impacted by a substantial change in review criteria.

Units are encouraged to use faculty teaching reviews, peer reviews of teaching, and discipline-relevant information for the development of their unit-specific standards. Information provided by the Student Experience Survey will not be used as a standalone tool to rate instructors for the purposes of merit, promotion, tenure, or renewal.

Except as specifically described in this section, the Course Evaluation MOU remains in full force and effect. This amendment does not limit the university's ability to communicate about or provide guidance to units regarding the need to modify the standards before September 2021.

Knowing and Voluntary. The parties acknowledge that they have carefully read and fully understand the terms of this MOU, and that they are voluntarily entering into this MOU.


Effective Date. The parties agree that this MOU will be effective on the date on which all parties have signed below.

Entire Agreement. The parties' collective bargaining agreement (CBA) and this MOU represent the parties' entire agreement with respect to the subject matter discussed in this MOU. Except as described in this MOU, this document does not modify the CBA and it still remains in full force and effect. Except as described in this MOU, there were no inducements or representations leading to the execution of this document.

Disputes. Any and all disputes arising from the interpretation, implementation or application of this MOU are subject to the grievance and arbitration provisions of Articles 22 and 23 of the Agreement.


FOR THE EMPLOYER

FOR THE UA




Missy Matella
Senior Director
Employee and Labor Relations

2/10/20
Date



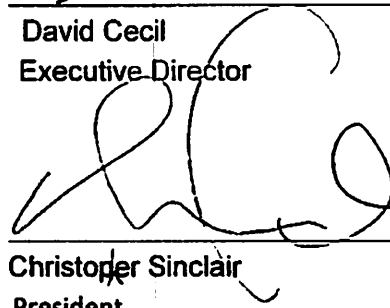
David Cecil
Executive Director

2-10-20
Date



Patrick Phillips
Provost and Senior Vice President

2/10/20
Date



Christopher Sinclair
President

2/10/20
Date