

1                                   **UNIVERSITY OF OREGON COUNTERPROPOSAL (2/15/2023)**  
2                                   **UNITED ACADEMICS PROPOSAL (2/1/2024)**

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4                                   **Document Key**

5                                   UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | Deleted | Status Quo | Restored

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7                                   **ARTICLE 3. SHARED GOVERNANCE**

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9                                   **Preamble.** Oregon state law and the University of Oregon’s original Charter, as well as long-  
10 established practice, recognize the vital role of shared governance among the University’s  
11 governing board, President, and faculty, as a guarantee of the freedom to teach and engage in  
12 research, creative activity, and scholarship upon which excellence in higher education depends.  
13 In that regard, it is mutually desirable that the collegial system of governance be maintained and  
14 strengthened so that the role of the faculty will be similarly maintained and strengthened  
15 independent of collective bargaining.

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17                                   **Section 1.** The parties agree that it is desirable that the faculty have primary authority over  
18 choice of method of instruction; subject matter to be taught; academic standards for admitting  
19 students; and standards of student competence in a discipline. The University affirms that in  
20 these areas the power of supervision, review, and final decision lodged in the Board of Trustees  
21 of the University of Oregon will depart from the faculty judgment on these matters only in rare  
22 instances and for compelling reasons communicated to the faculty.

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24                                   **Section 2.** The parties agree that the faculty of each department or unit should have the  
25 opportunity to participate in the system of shared governance of that department or unit,  
26 according to policies initially developed and recommended by the faculty in accordance with  
27 Article 4 of this Agreement.

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29                                   **Section 3.** The University of Oregon Constitution shall remain in existence for the duration of  
30 this Agreement subject to the review and modification by the Board of Trustees in accordance  
31 with the Board’s authority and in consultation with the President and the faculty.

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33                                   **Section 4.** The purpose of this Article is for the parties to affirm their commitment to shared  
34 governance; as such, violations of this Article are neither grievable nor arbitrable. If the Union  
35 perceives a violation of this Article, it may invoke its right to consult with the President under  
36 Article 2 of this Agreement.