

This proposal has been prepared for purposes of collective bargaining only and does not represent the final form of the Article. The University reserves the right to amend or withdraw this proposal as bargaining requires.

Proposal: UNV0001
Date: February 6, 2020

ARTICLE 2: DEFINITIONS

As used in this Agreement, except where the context plainly requires a different meaning or where a different meaning is stated:

Section 1. "Agreement" means all the definitions, terms, and provisions set forth in this contract consisting of 29 articles, excluding titles of articles, headings, and preamble, which are inserted solely for convenience of reference and shall not be deemed to limit or affect the meaning of any provision of this contract. A Memorandum of Understanding (MOU) is a non-contractual understanding between the University and the Union.

~~Section 27. As used in this Agreement, the masculine purports the feminine, and the feminine the masculine.~~

Section 32. "Board" means the Western Oregon University Board of Trustees.

~~Section 3. "Board Rules" means the Administrative Rules of the Western Oregon University Board of Trustees (also abbreviated "AR").~~

Section 54. "University" means Western Oregon University (WOU).

Section 65. "Days" means University academic workdays.

~~Section 76. "Division" is used to refer to academic and administrative units within the University. When utilized in an administrative sense, "department" refers to units such as Library and Media Services, the Office of the Registrar, and Student Services. Library and Media Services functions as an administrative department providing direct support for all aspects of the academic program. When utilized in an academic sense, "division" will refer to an academic unit which has been designated as being sufficiently large in terms of number of faculty assigned or sufficiently distinct in terms of academic mission to merit the assignment of a Chair such as Natural Science and Mathematics, Creative Arts, Business and Economics, and Education and Leadership. ~~Teacher Education.~~ Because Library and Media Services staff are faculty members included in the bargaining unit, for the purposes of this contract Division will also refer to Library and Media Services.~~

~~Section 8. "Department" or "Program" The term "department" or "program" when used in an academic sense will refer to an academic unit within a Division such as the Department of Art within the Division of Creative Arts or the Community Health Education program within the Division of Health and Exercise Science.~~

~~Section 7. As used in this Agreement, the masculine purports the feminine, and the feminine the masculine.~~

Section 98. "Division Chair" means the Chair ~~or Director~~ of a Division as defined in Section 6 above.

~~Section 109. "Program coordinator" or "department head" means the faculty member whose ~~sc~~ fulfills the responsibilities described in Section 6 above. Responsibilities may include representing the program or~~

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Commented [CC2]: Replace with correct Division name.

Commented [CC3]: Moved below to new Section 10.

Commented [CC4]: Re-organized. Moved up.

Commented [CC5]: Deleted language to exclude "Director"

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department at meetings at the Division, College or University level, preparing class schedules for upcoming academic terms, and other tasks related to representation of the program or department at the Division, College or University level. ~~With the approval of the respective Dean and Provost, faculty members of academic units may designate a faculty member or members as a program coordinator/department head.~~

Section 1140. "ERB" means the Employment Relations Board of the State of Oregon.

Section 1244. "Member" means an employee who is a member of the bargaining unit as defined in Article 1 (Recognition).

Section 1342. "President" means the President of Western Oregon University.

Section 1443. "Union" means the American Federation of Teachers, Western Oregon University, Local 2278.

Section 1544. "Unit" or "Bargaining Unit" means the bargaining unit as defined in Article 1 (Recognition).

Section. 1645. The singular purports the plural and the plural the singular as the context may require.

Section 1746. "Program" means the officially recognized sequence/collection of courses required to complete an approved degree or set of certification/licensure requirements offered by WOU.

Section 1847. "Academic judgment" shall mean the judgment of faculty and administration concerning appointment, reappointment, promotion, tenure status ~~and merit salary increases of members,~~ and matters of curricula and educational policy.

Section 1948. "Collegiality" means the sharing of authority and responsibility among colleagues. A member exhibits a lack of collegiality when his/her actions are of such a disruptive nature as to hinder members of his/her division or department from fulfilling their professional responsibilities or that hinders the division or department from performing its academic mission.

Section 2049. "Irreparable harm" includes, but is not limited to, any of the following actual or reasonably foreseeable results of acts or conduct by the member: detrimental effect on the University's reputation, public trust or confidence, or delivery or provision of services; adverse impact on the member's ability to educate students or perform duties effectively; or refusal, reluctance, or inability of other members or other employees or students to work or interact at the University with the member.

~~**Section 19. "Program coordinator" or "department head"** means the faculty member who fulfills the responsibilities described in Section 6 above.~~

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Commented [CC8]: Added language to add Dean and Provost as levels of approval. The order of this definition is rearranged to improve clarity.

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Commented [CC9]: Struck for purposes of individual proposal. Appropriate only if CBA includes merit increases.