



1. Categories of UO Employees – Unionized and Non-unionized

- Faculty: United Academics, American Association of University Professors/American Federation of Teachers, represents approximately 1,800 out of 2,100 faculty members, with an initial collective bargaining agreement (CBA) ratified in October, 2013.
- Graduate teaching assistants: The Graduate Teaching Fellows Federation, American Federation of Teachers, represents about 1,400 graduate teaching assistants pursuant to a mature CBA. Negotiations for the new GTFF contract are set to begin in Fall, 2013.
- Officers of Administration: Approximately 1,100 Officers of Administration hold a wide range of positions: supervisors, managers, confidential office workers, advisers, counselors and professional academic support. Officers of Administration are not represented by a union.
- Classified employees: Approximately 1,700 classified employees are represented by the Service Employees International Union (SEIU). These employees include custodians, clerical workers, groundskeepers, maintenance personnel, and other support staff. The collective bargaining agreement with the SEIU is negotiated by the Oregon University System, not by the University of Oregon. Ratification of the most recent contract with SEIU is pending as of mid-October, 2013.

2. Expectations of Tenure Track Faculty

- Research: All tenure track faculty are expected to be involved in knowledge production. The CBA with United Academics provides for regular review of the research, creative, and scholarly activities of faculty.
- Teaching: All tenure track faculty teach regular courses, typically at both the undergraduate and graduate levels. Students evaluate each class and faculty peers observe and evaluate teaching. The CBA provides for regular review of teaching.
- Service: All tenure track faculty are expected to engage in service at the department, college, university, and professional levels. Service expectations are more modest until tenure-track faculty achieve tenure. Promotion to full professor requires national or international recognition. The CBA provides for regular review of service activities.

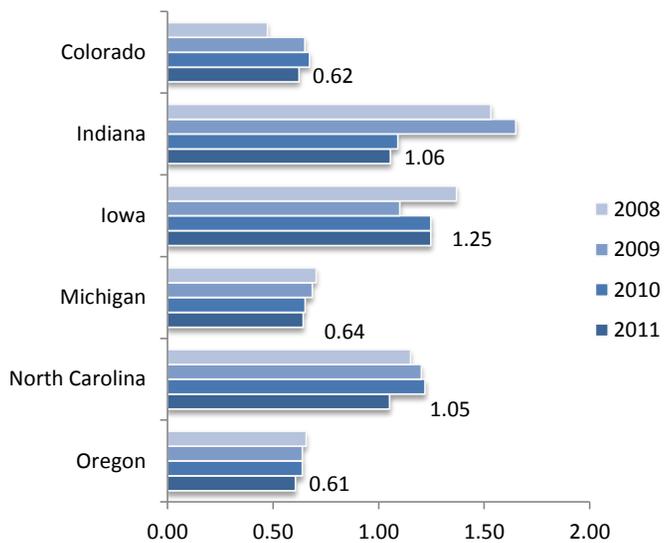
3. Recruitment and Retention of Faculty

- Prior to completion of the CBA with United Academics, total compensation for tenure-track and tenured faculty members was approximately six percent below the eight institutions designed by the Oregon University System as UO's peers and approximately nine percent below the public members of the Association of American Universities (AAU). While salaries are generally lower than they should be, retirement programs are substantially more generous than those operated by its peers. Benefits are also generous in comparison with peers.
- While the CBA provides for substantial salary increases, the cost of benefits remains high.
- The University is behind its AAU competitors in the ratio of tenure-track and tenured faculty to non-tenure-track faculty and has a higher student/tenure-track-faculty ratio. The number of tenure-track faculty must increase to catch up with recent enrollment growth.

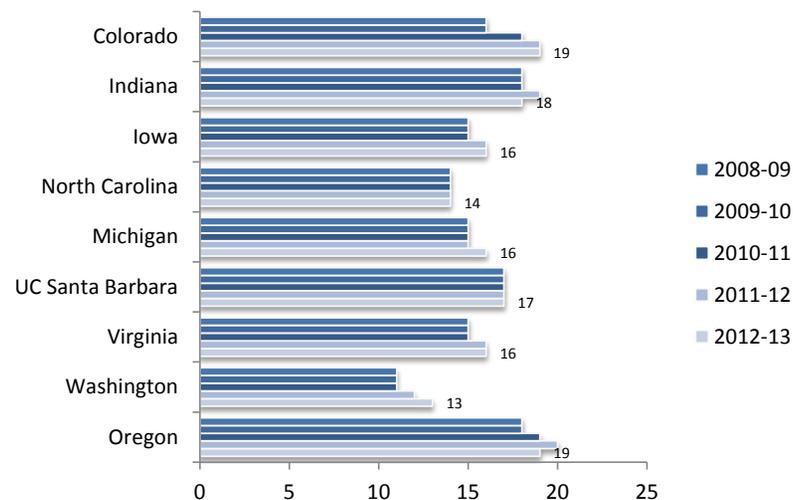
Faculty Data

Sources: UO Office of Institutional Research; US News and World Report, *America's Best Colleges* ; Association of American Universities Data Exchange (AAUDE).

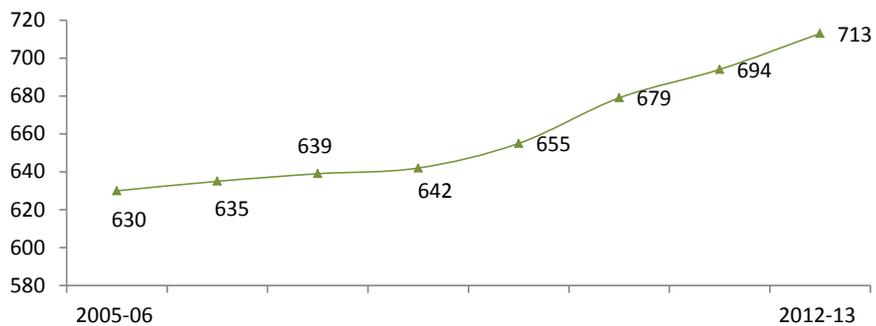
Ratio of tenure-related faculty to non-tenured



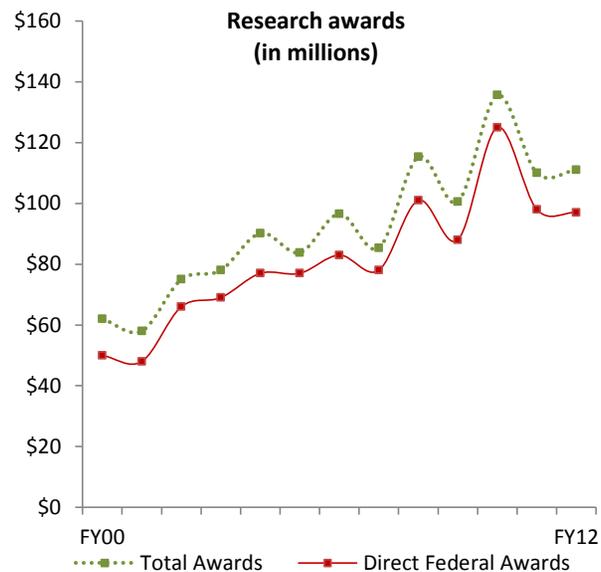
Student / Faculty Ratio



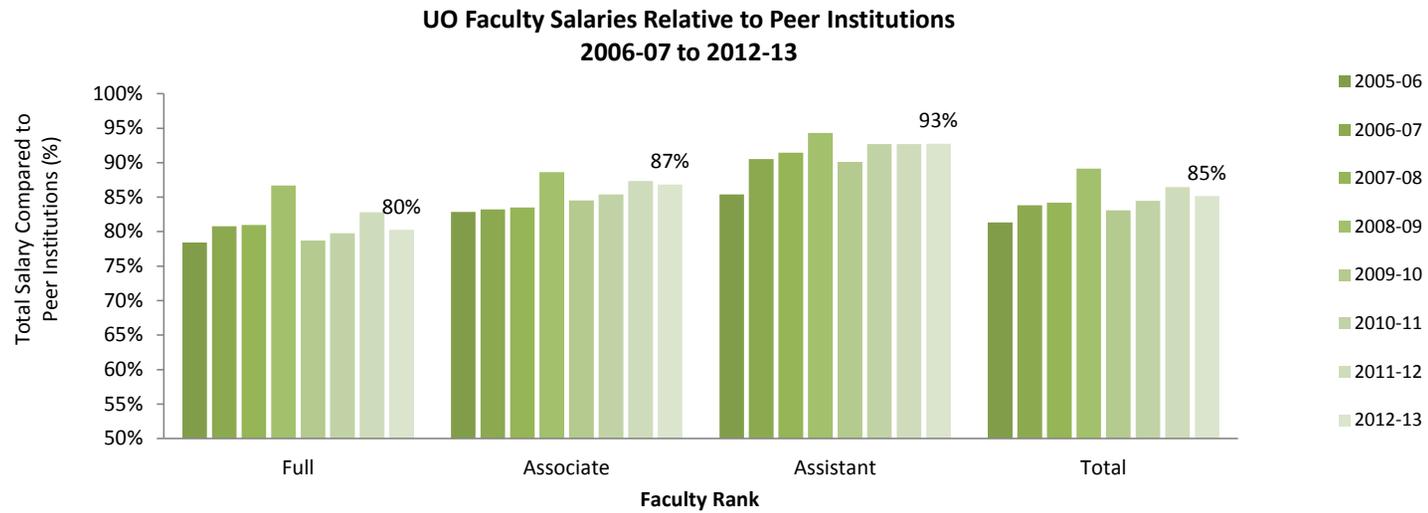
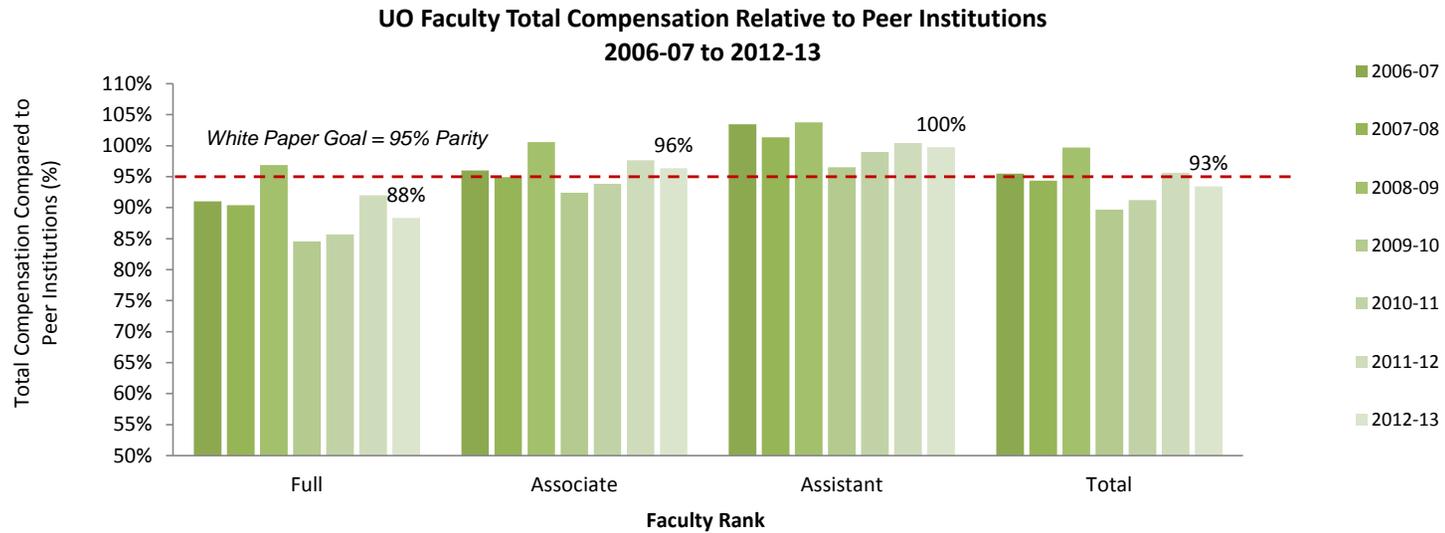
**Faculty Headcounts 2005-06 to 2012-13
Tenure-related Only**



**Research awards
(in millions)**



Faculty Data



Source: UO Office of Institutional Research and AAUP.

Employees by Type, Fall 2012

Employee Type	Fall 2012	
	HC	FTE
Administrators	38	36
Faculty		
Tenured/Tenure-Track Faculty	715	695
<i>Full Professor</i>	253	242
<i>Associate Professor</i>	264	256
<i>Assistant Professor</i>	191	190
<i>Senior Instructor</i>	7	6
NTTF Regular Faculty	700	594
Adjunct/Visiting	523	290
Retired	87	47
Total Faculty	2,025	1,626
Classified Employees		
Secretary/Clerical	598	550
Tech/Para Professional	324	283
Skilled Craft	111	110
Service/Maintenance	421	385
Other Professionals	156	145
Retired	15	10
Total Classified	1,625	1,483
Officers of Administration		
Secretary/Clerical	74	73
Tech/Para Professional	5	5
Skilled Craft	48	48
Service/Maintenance	11	11
Librarians	79	78
Other Professionals	1,065	1,020
Retired	43	22
Total Officers of Administration	1,325	1,256
Total Employees	5,013	4,402
GTFs	1,470	635
Students	3,607	1,783
Temporary Employees	436	216

Includes only positions processed during the payroll cycle for October 31, 2012. Courtesy appointments were excluded.

SOURCE: UO Personnel Data Base Extracts -- October, 2012

