

December 9, 2014

VIA ELECTRONIC MAIL

President Robert Kyr  
University of Oregon Senate

President Michael Dreiling  
United Academics AAUP/AFT

Dear Rob Kyr and Michael Dreiling,

Michael has invited comment from the national AAUP office on the above two documents. We have been informed that they were the subject of discussion at a special meeting of United Academics yesterday, that they will be discussed at a special meeting of the University Senate called for tomorrow, and that the Board of Trustees on December 11 will be holding a public meeting on "Adoption of a Policy" at which questions and comments will be welcome, with a closed meeting the next day to end with a vote on adoption.

The fundamental principles supported by the AAUP, indeed the key reasons for our being, include the concept of collegial academic governance, with faculty, administration, and governing board sharing responsibilities, each playing the primary role in its own area while complementing the respective roles of the other two. The seminal document is the *Statement on Government of Colleges and Universities* jointly formulated by the AAUP, the American Council on Education, and the Association of Governing Boards of Universities and Colleges and a guiding model at a large majority of our institutions of higher learning. We fully concur in the expressed concern of the University of Oregon's United Academics that the document under consideration by the board of trustees, if approved, "will initiate a new way of developing policies that will radically change the role of the senate and of shared governance as we know it."

We also endorse, without reservation, the senate's task force report with its emphasis on protecting academic integrity and particularly on not sacrificing that integrity in order to achieve a perceived advantage for management in its negotiations for a new collective bargaining agreement with the Graduate Teaching Fellows Federation. An AAUP document, a derivative both of the *Statement on Government* and of its *Statement on Collective Bargaining*, addresses our concern here. It is the *Statement on Academic Government for Institutions Engaged in Collective Bargaining*, and its premise is that "[c]ollective bargaining should not replace, but rather should ensure, effective traditional forms of shared governance." The document concludes as follows:

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Faculty, administrations, governing boards, and state and federal agencies should cooperate to see that collective bargaining is conducted in good faith. When legislatures, judicial authorities, boards, administrations, or faculty act on the mistaken assumption that collective bargaining is incompatible with collegial governance, they do a grave disservice to the very institutions they seek to serve. The cooperative interaction between faculty and administration that is set forth as a workable ideal in the *Statement on Government* depends on a strong institutional commitment to shared governance. By providing a contractually enforceable foundation to an institution's collegial governance structure, collective bargaining can ensure the effectiveness of that structure and can thereby contribute significantly to the well-being of the institution.

My colleagues and I wish you full success in the days immediately ahead.

Sincerely,

A handwritten signature in black ink, appearing to read "Jordan E. Kurland". The signature is fluid and cursive, with the first name "Jordan" being the most prominent.

Jordan E. Kurland  
Associate General Secretary

Cc: Dr. Scott Coltrane, Interim President, University of Oregon  
Dr. Chuck Lillis, Chair, Board of Trustees, University of Oregon  
Ms. Angela Wilhelms, Secretary of the University