

**MEMORANDUM OF UNDERSTANDING REGARDING METRICS RELATING TO  
DEPARTMENT/UNIT RESEARCH PRODUCTIVITY AND QUALITY**

**WHEREAS** metrics can be valuable in understanding the work of the university and allocating limited resources to support the university's mission and commitment to its students;

**WHEREAS** metrics should include both quantitative and qualitative measures of faculty work in research, teaching and service;

**WHEREAS** a task force of faculty and administrators produced (August 1, 2017) a set of recommendations of what metrics are appropriate to understanding the University of Oregon in light of its mission and resources available;

**WHEREAS** the introduction of evaluative measures leads to anxiety among faculty if they are not involved in the development of such standards;

**WHEREAS** faculty have concerns that the metrics will be used inappropriately for things such as "ranking" faculty members or departments;

**WHEREAS** faculty have concerns they will be using metrics to establish some sort of threshold at which faculty members could be "cut" if they do not meet that threshold; and

**WHEREAS** it is responsible to study what has worked and what has not worked at other universities;

**THEREFORE** it is agreed that the Office of the Provost will undertake a process to produce a set of department/unit level research measures that describe what the unit and discipline understand to be quality in research and creative activity in that field and the relevant subfields. This process will include consultation among the faculty, deans, and members of the Provost's office, and consideration of what metrics other universities have used and to what end, to ensure that the resulting metrics are transparent, workable, and representative of faculty research quality.

**THEREFORE** the resulting metrics will be used in aggregate to understand faculty work in the various departments/units and will not be used for individual personnel decisions unless they are added to the unit-level promotion and tenure and merit raise policies through the shared governance process established by the United Academics collective bargaining agreement;

**THEREFORE** neither the Office of the Provost and Academic Affairs, nor the various deans' offices will issue guidance proposing modifications of unit-level promotion and tenure and merit raise policies to incorporate these metrics for individual personnel decisions until a successor collective bargaining agreement is finalized. Further, neither the Office of the Provost and Academic Affairs, nor the various deans' offices will compel units to use Academic Analytics

in their promotion and tenure and merit policies or in the creation of metrics for their individual units. This section does not limit the right of individual units to: (1) initiate changes to their promotion and tenure or merit policies; or (2) to use Academic Analytics in their promotion and tenure or merit policies or in the creation of metrics for their individual units.

THEREFORE neither this MOU nor the actions resulting from it will be relied upon by either party to establish past practice. This MOU will not have a precedential effect. This MOU shall sunset upon ratification of a successor collective agreement.

FOR THE EMPLOYER

  
\_\_\_\_\_  
Scott Pratt Date

Executive Vice Provost


  
\_\_\_\_\_  
Missy Matella Date

Senior Director of Employee & Labor Relations

FOR THE UA

  
\_\_\_\_\_  
Michael Dreiling Date

President

  
\_\_\_\_\_  
David Cecil Date

Executive Director