

UNIVERSITY OF PITTSBURGH PROPOSAL TO USW

April 17, 2023

Shared Governance

The parties recognize and support the role of shared governance bodies at the University. This Agreement is not intended to limit the faculty role in governance as provided by University, school and department policies and bylaws.

Recommendations made by the University Senate (including the Senate Council and Faculty Assembly), and governance bodies at the campus, school and department level, are not matters of bargaining and are not subject to the terms of this Agreement. The Employer will follow its legal obligations to meet and discuss under PERA §702, as applicable.

Each academic unit will have the right to develop local governance bylaws, policies and procedures, which shall be approved by the Provost. All local governance bylaws, policies and procedures, shall be reviewed periodically by the Union and the Employer to ensure they are consistent with this Agreement.

It is agreed and acknowledged that participation by bargaining unit faculty members in shared governance is not direct dealing by the Employer and the Union waives its right to assert any claim that the Employer is engaged in direct dealing when engaged in shared governance at the University or campus, school or department level.

Faculty shall retain the right to speak on all matters of University governance at all levels, including ardent advocacy in support of or in opposition to particular policies and practices. The parties agree to collaborate in cultivating a governance environment that encourages broad and diverse participation while also permitting vigorous disagreement in the course of deliberation.

The University of Pittsburgh reserves the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.