

UNIVERSITY OF PITTSBURGH PROPOSAL TO USW

February 7, 2024

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, regional campus, library, department and other academic unit policies and bylaws.

The Employer will follow its legal obligations to bargain under PERA §701, as applicable, and to meet and discuss under PERA §702, as applicable. The parties agree that communication and collaboration between the Employer and bargaining unit faculty members through shared governance on topics other than wages, benefits, and terms and conditions of employment for bargaining unit faculty members ~~otherwise~~ does not violate PERA §701 or §702 or any other PERA provision. Collaboration between the Union and University Senate is encouraged, where appropriate.

Each academic unit will have the right to develop local governance bylaws, policies and procedures, which shall be approved by the Provost and the Senior Vice Chancellor for the Health Sciences, as applicable. 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. The process for the development or revision of local workload policies, criteria and guidelines for evaluation, and/or criteria and guidelines for promotion and tenure will provide opportunity for meaningful participation by the bargaining unit faculty members to whom the policies and/or criteria and guidelines would apply. Each unit will determine the mechanism by which affected bargaining unit faculty members will have the opportunity to participate.

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.