

ARTICLE XX. WORKPLACE REPRESENTATION

HAW-UAW Proposal October 31, 2024

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Section A. Employees shall have fair representation and say on decisions affecting their department, other academic or organizational unit, school, and/or university.

Section B. Employees shall be invited to and included in departmental and school faculty meetings.

Section C. For each department, academic unit, organizational unit, or program, there shall be at least one position open for specifically a Bargaining Unit member representative in any group of one or more persons who are tasked with one or more of the following tasks.

1. Curriculum Development: Reviewing and proposing changes to the department's curriculum, including new courses, modifications to existing courses, and ensuring alignment with academic standards.
2. Program Assessment and Accreditation: Monitoring and evaluating the department's academic programs to ensure they meet accreditation standards and academic quality benchmarks.
3. Faculty Affairs: Addressing faculty recruitment, identifying candidates for faculty positions, interviewing candidates for faculty positions, recommending which candidates for a faculty position are to be recommended for hire, faculty appointments, promotions, professional development within the department, and review requests for appointment to the graduate faculty.
4. Student Affairs: Recommend stipend levels for graduate students, receive and act on any other proposals regarding the graduate program that are forwarded by the faculty.
5. Budget and Resources: Advising on budgetary matters related to departmental expenditures, resource allocation for research and teaching, and fundraising initiatives.
6. External Relations: Developing and maintaining relationships with external stakeholders, including but not limited to industry partners, alumni, donors, and other academic institutions.
7. Strategic Planning: Participating in long-term planning initiatives to enhance the department's reputation, academic standing, and contribution to the university's mission.

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8. Scheduling and Timetables: Determining course schedules or other work timing requirements.

Section D. It is the department's responsibility to ensure all Union members in their department are made aware of opportunities to be a part of any such committee in a timely manner and to allow for a reasonable amount of time to respond. The Union may be asked to aid in such a search.

Section E. For Harvard, FAS, HMS, or HDS wide Ad-Hoc Committees, there shall be at least one position open for specifically a Bargaining Unit member representative. The Union may be asked to aid in search for an appropriate member.

Section F. The Union will be allowed up to two members to be present at the meetings of the Harvard Corporation as observers. The Employer will notify the Union at least fourteen (14) days in advance of such meetings or at the time such a meeting is scheduled.