

Working from the Union's proposal dated June 22, 2026.

This is a package proposal with the following University counter proposals:

- **TITLES & CLASSIFICATIONS (7-17.26),**
- **ACADEMIC PROMOTIONS (7-17-26),**
- **WORKLOADS (7-17-26).**

ARTICLE XX.
PROFESSIONAL STANDING

~~Section A. All Employees are presumed to be scholars engaged in teaching, research (or creative work), and service all activities broadly conceived as part of their professional lives, regardless of how their Harvard positions are defined. This presumption entails no requirements upon any Employee beyond the responsibilities defined in their Harvard job.~~

Section A The University recognizes that members of the bargaining unit in many cases have qualifications and academic interests beyond those of their defined positions with the University. However, the parties understand that this Agreement is limited to matters affecting their particular classification as a University employee. For example, while many Employees in the unit who are hired and retained to perform teaching functions may have research and other scholarly interests, those activities are not encompassed by this Agreement nor does the University owe any obligations to support such activities.

~~Section B. The Union and Corporation recognize the importance of this full scholarly life in making possible the work performed at Harvard by every Employee, regardless of their position's defined responsibilities. Accordingly, programs, departments, and divisions will make reasonable efforts to support the professional development of their Employees in teaching, research, and service, regardless of their positions' defined responsibilities.~~

~~Section C. Any Employee deemed qualified by the voting faculty of a department or division (usually by virtue of holding a PhD or having demonstrated expertise in a relevant field of study) shall be eligible upon invitation from this department or division to serve as a full voting member of graduate dissertation committees and to advise undergraduate theses.~~

Issues surrounding the advising of undergraduate theses and the composition of graduate dissertation committees are academic policy issues set by the University and may be amended from time to time. Any potential involvement of bargaining unit Employees on such matters will be defined by such policies.

Section D. ~~Employees who have independent discretion over the content and delivery of a course shall be listed as instructors~~ **of record** ~~for each course over which they have such discretion in the course catalog and on the website of the department, center, program, or school that hosts their appointment, if courses are~~ **usually generally** ~~so listed by the relevant unit.~~

Section E. Teaching Mobility

~~When short-term teaching needs arise, Departments and Programs are encouraged to assess whether there is already an Employee working at Harvard who is qualified and well-suited to meet such needs. If such an Employee is identified, nothing shall prevent a Department or Program from engaging the Employee to offer any teaching or advising responsibility for which the voting faculty of the Department or Program deem the Employee qualified (e.g., courses, tutorials, independent studies, concentration advising, capstone advising, and/or senior thesis advising).~~

- ~~1. The Employee's supervisor in the lab, facility, department, or program of their primary appointment shall, upon request, make~~ **every reasonable** ~~efforts to adjust the Employee's workload or schedule to accommodate teaching or other professional development opportunities that arise in another department or program.~~

An Employee based in one department or unit may normally be permitted to teach in another department or unit provided there is coordination and agreement between the two department or unit heads **and budgetary approval**.

Section F. ~~Equity of~~ Professional Opportunity

~~Unless explicitly barred by the terms of an endowed fund, all research, course development, book development, workshop, conference, or other professional development funding opportunities available to voting faculty in the schools, divisions, programs, and departments covered by this Agreement shall also be made available to Unit Members in the respective schools, divisions, programs, and departments.~~

The University sponsors or coordinates a number of internal funding opportunities for which members of this Unit may be eligible. Such Employees may benefit from applying to internal funding opportunities for which they are eligible.