

ARTICLE XX. PROFESSIONAL STANDING

HAW-UAW Package Proposal April 7, 2026

This is a package proposal with the following HAW counter proposals presented also April 7, 2026: TITLES & CLASSIFICATIONS, WORKLOADS, and ACADEMIC PROMOTIONS.

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 B. ~~The Employer shall make every reasonable effort to support~~ The Union and Corporation recognize the importance of ~~the~~ this full scholarly life in making possible the work performed at Harvard ~~of~~ 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 Employees deemed qualified by the voting faculty of ~~the~~ a department or division ~~University~~ (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.

Section D. **Instructional** Employees **who have independent discretion over the content and delivery of a assigned-to-teach-a** course shall be listed as instructors of record for each **assigned to 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 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). ~~qualified to teach in a department or program other than the department or program of their primary appointment~~ shall be eligible to apply for affiliate lecturer status in another

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~~department or program by submitting to the~~ faculty of the department or program a CV and brief letter outlining relevant qualifications and/or areas of teaching competence.

1. ~~Affiliate lecturer status may be granted by faculty of any program or department to any qualified Employee, at no cost to the program or department.~~
2. ~~Once granted affiliate lecturer status the Employee shall carry the business title “Affiliate Lecturer in [department, language, or appropriate subfield]”; shall be listed on the department or program’s website as an affiliate faculty member; shall be eligible to cross-list courses in the department; and shall be eligible to offer courses, tutorials, independent studies, concentration advising, capstone advising, and/or senior thesis advising through the department, subject to curricular need and consent of the department faculty.~~
3. The Employee’s supervisor in the lab, facility, department, or program of their primary appointment shall, upon request, make every effort to adjust the Employee’s workload or schedule to accommodate teaching or other professional development opportunities that arise in another ~~in the secondary~~ department or program.
4. ~~If the teaching competency of the Employee fulfills a regular need in the secondary department or program, the Employer may, with the consent of the Employee and both departments or programs, restructure the Employee’s position as a durable joint appointment.~~

Section FE. 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.