

# MEMORANDUM OF UNDERSTANDING

between

The Evergreen State College

The United Faculty of Evergreen

MAR 21 2019

and

Office of the Vice President for  
Academic Affairs and Provost

The Evergreen State College

## Regarding Alternate Work Assignments for Faculty

The United Faculty of Evergreen (UFE) and The Evergreen State College (College) recognize that the college is currently experiencing lower than expected enrollment. As a result, we have more regular faculty than required to teach the number of students enrolled. This structural condition leads us to create new and expanded opportunities for regular faculty members. The UFE and the college agree to the following:

1. We reaffirm section 7.4 of the Collective Bargaining Agreement (CBA) and its strategies for addressing shortfalls in program enrollment. We further reaffirm the various work assignments for faculty other than teaching, outlined in section 8.2 of the CBA, including but not limited to Curricular Area Team leaders and rotations into Academic Advising.
2. We recognize that contractual strategies for addressing shortfalls in program enrollment may not be sufficient in a condition of low student enrollment in the college as a whole. For the academic years 2019-20 and 2020-21, the following rotations may also be available to faculty as alternate workload assignments:
  - a. Faculty Fellowships.
    - i. A limited number of faculty fellowships will be offered to assist with College initiatives, including the Learning and Teaching Commons, Equity and Inclusion, and the First Year Experience. The Provost will issue a call for continuing faculty to be considered for fellowships.
    - ii. Following discussion with faculty applicants, the Provost will select faculty for fellowships from among the continuing faculty for appointments of up to two years of service. Faculty on fellowships work collaboratively with other faculty and will report to an Academic Dean or the Provost. They will write an annual self-evaluation to be shared with the faculty in their particular area of service, as well as their Academic Dean or the Provost. Academic Deans or the Provost will evaluate faculty on fellowships annually for their leadership work based on meeting the responsibilities outlined in the fellowship descriptions, to be provided prior to the selection process. The Provost will issue a call for applications annually, with decisions within one quarter. The call for applications in 2019 will begin early in spring quarter with decisions before the end of the quarter.

iii. Faculty selected for fellowships will have half-time to full-time release from teaching for their leadership work. Fellowship work may include, but is not limited to: organizing and leading communities of practice<sup>1</sup>; coordinating and presenting workshops for faculty and staff; assisting individual faculty to develop teaching plans and strategies; advising deans and vice-presidents about strategy, policy, and procedure; research and travel to determine best practices.

iv. Summer work required of faculty on fellowships will be compensated as described in Article 29.4.2 of the CBA.

b. Extension of Advising Rotation.

i. We recognize the need to extend the annual faculty rotation into Academic Advising described in section 8.2 of the CBA. More than one member of the faculty may rotate to serve as an Academic Advisor in 2019-20 and again in 2020-21. Advising work may be shaped to fit the college's emerging needs and priorities, in consultation with the Academic Deans and the Director of Academic and Career Advising.

3. Faculty members engaged in Faculty Fellowships or a rotation into Academic Advising remain eligible for professional leave and travel as members of the faculty and accrue sabbatical at the standard faculty rate. Faculty requirements for team teaching and teaching at all levels of the curriculum will be waived while serving in a fellowship position. These faculty remain in the bargaining unit.

4. This is a tentative agreement and subject to the ratification process.

Signed and dated this 21 day of MARCH 2019

The Evergreen State College

By [Signature]  
Provost & VP for Student  
and Academic Life

The United Faculty of Evergreen

By [Signature]  
BARGAINING CHAIR

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<sup>1</sup> Communities of practice consist of practitioners who share a common interest, concern, and attention to problem-solving given the work they do. Such communities seek to improve that work through collective learning, interacting together, mutual engagement and shared understandings (Lave & Wenger, 1991; Wenger, 1998).