

Memorandum of Understanding

The Evergreen State College

between  
The United Faculty of Evergreen  
and  
The Evergreen State College

MAR 21 2019

Office of the Vice President for  
Academic Affairs and Provost

Regarding Curricular Area Teams and CAT Leaders

The United Faculty of Evergreen (UFE) and The Evergreen State College (TESC) administration signed a collective bargaining agreement and an implementation MOU in 2018 that addressed the formation of Curricular Area Teams and Curricular Area Team Leaders. The purpose was to enhance students' understanding of the various paths of study that the college offers and to provide overall clarity of course offerings.

Article 8.2.6 (b) (2) of the CBA states that Curricular Area Team Leaders "Lead Curricular Area Teams of at least 3 Paths of Study Groups and 20 regular Olympia Daytime undergraduate faculty" (p. 18).

By the end of winter quarter 2019 and under the auspices of shared governance, the faculty completed the most recent phase of work on curricular restructuring. The various curricular paths of study groups formed into four curricular area teams. The paths of study (with number of faculty) and curricular area teams are the following:

- Media Arts (4) + Visual Arts (5) + Food/Ag (7) - - - 16 faculty members
- Literary Arts (5) + CTLWS (26) - - - - - 31 faculty members
- Native Programs (6) + El Camino (6) + PEGS (7) - - 19 faculty members
- Integrated Bio/Chem (8) + MaPs (10) + ES (13) - - 31 faculty members

Three of the four configured teams do not meet the criteria stated above in Article 8.2.6 for at least 3 paths of study and at least 20 faculty members that would provide for a Curricular Area Team Leader.

However, to move the curricular work forward, the United Faculty of Evergreen and The Evergreen State College agree to the following:

1. For the 2019-20 and 2020-21 academic years, the Curricular Area Team and Team Leader criteria of at least 3 pathways and at least 20 regular faculty members will be waived.
2. The four Curricular Area Teams will have a Team Leader with half-time release to complete its work.
3. Curricular Area Team Leaders will be selected by process spelled out in the implementation MOU.
4. An assessment plan will be developed by the end of fall quarter 2020 and implemented during winter quarter 2021 to determine the appropriate configuration of Curriculum Area Teams for the subsequent two to three-year period.

This tentative agreement was 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