

Memorandum of Understanding

The purpose of this Memorandum of Understanding between the United Faculty of Evergreen (“UFE”), and The Evergreen State College (“Evergreen”) is to memorialize an agreement reached between the parties during negotiations for a successor to the Collective Bargaining Agreement by and between The Evergreen State College and United Faculty of Evergreen (2008-2011) (the “Agreement”).

Recitals

In 2011, Evergreen faculty adopted a proposal to require students to complete an academic statement as part of their progress toward a degree. The faculty also identified and adopted a number of proposed measures through which faculty will provide advising, mentoring, and oversight to students to assist them in completing their academic statement and to improve their experience at Evergreen. Evergreen plans to begin to implement these initiatives during the 2013-14 academic year. To identify a working model for that implementation, Evergreen will conduct a pilot project introducing the academic statement and related measures with faculty during the 2012-13 academic year (the “Pilot Program”). The parties have reached this agreement to address the expectations of and compensation for faculty members who participate in the pilot program. Bargainable issues associated with the full implementation of the academic statement and mentoring proposal will be addressed by the parties in their ongoing negotiations for a successor collective bargaining agreement.

Agreement

Now, therefore, the parties agree as follows:

1. **Eligibility.** All faculty members (regular and temporary) who are teaching in a full- or half-time undergraduate program during the 2012-13 academic year will be eligible to participate in the Pilot Program. Participation is voluntary, but faculty members who volunteer must commit to all elements of the program. Faculty members who are team teaching in the fall will only be allowed to participate if all members of the team volunteer and participate.
2. **Pilot Program Elements:** Participants will be required to fully perform each of the following:
 - a. Participate in a week-long (5 days) summer 2012 institute to develop content that will be used in the 2012-13 Pilot Program. Expected outcomes from the institute include: plans and content for faculty-led activities during student orientation week; strategies for in-program work on the academic statement; structure and content for all-campus activity days to occur during winter and spring quarters; and models to steward academic statements during the spring quarter.
 - b. Participate in Orientation Week (fall 2012) activities that include: participation in the all-campus convocation; leading new student seminar(s); facilitating a writing exercise and other events.
 - c. Conduct in-program development and documentation of academic statements during fall quarter.
 - d. Participate in All-Campus Days during winter and spring quarters.
 - e. Steward academic statements during spring quarter.
 - f. Attend quarterly assessment meetings.

3. **Compensation:** Faculty members who participate in all aspects of the Pilot Program will receive a stipend totaling \$2,500 (gross), distributed as follows:

a. Faculty members who attend all five (5) required days of the summer institute and who participate fully in the faculty-led student orientation activities will receive one-half of the stipend (\$1250) after the completion of orientation week. Absent extraordinary circumstances approved by the Provost, volunteers who fail to attend all required days of the summer institute will be ineligible for the stipend and will not participate further in the Pilot Program.

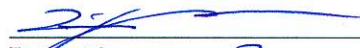
b. Participants who complete the required work of the Pilot Program during the academic year will receive the second half of the stipend (\$1250) at the conclusion of spring quarter 2013.


As stated above, the expectation is that all faculty participants will participate in all activities over the full course of the year.

Signed and Dated this 9th day of April, 2012.

The Evergreen State College

United Faculty of Evergreen


By Michael Zimmerman
Its Provost


By LAURIE M. MEEKER
Its Chair

• ratified by UFE Stewards Council
4/09/12