

TA 5/16/18

WSP

TA 5/16/18

JLF

**TENTATIVE AGREEMENT**

**LETTER OF UNDERSTANDING ON ACADEMIC YEAR APPOINTMENTS**

**MAY 16, 2018**

The Parties share a common interest in piloting the use of academic year appointments for part-time faculty, as contemplated in Article 5.B of the Agreement. The Parties believe that the planning and predictability associated with academic year appointments can provide advantages for the MICA community, including students, part-time faculty, and administrators.

Accordingly, the Parties, working through the Labor-Management Collaboration Committee will pilot academic year appointments for part-time faculty who have good faith consideration beginning in the 2018-19 academic year. For this pilot, the Provost, working with the appropriate academic administrators and program chairs, will identify course offerings that are predictable and appropriate for academic year appointments. Academic year appointments would continue to be for specific courses and would not change the standard for good faith consideration under Article 5.J, but multiple course appointments could be grouped into a single academic year appointment. The Labor-Management Collaboration Committee shall be empowered to make recommendations concerning the efficacy of academic year appointments.

TA 5/7/18  
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## TENTATIVE AGREEMENT

MAY 7, 2018

### Article 6 – Evaluations

Modify paragraph G of Articles 6A and 6B as follows:

- G. All part-time faculty members shall receive a formal evaluation in their second semester of teaching at MICA and, thereafter, upon request of the faculty member in each succeeding sixth semester of teaching. MICA will extend an invitation for an evaluation to all eligible part-time faculty. A part-time faculty member may accept the invitation for an evaluation or may forgo an evaluation. MICA is not obligated to evaluate a part-time faculty member more often than once every six semesters of teaching. Teaching a course at MICA during the summer will count as a semester for these purposes.

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**TENTATIVE AGREEMENT**

**MAY 7, 2018**

**Article 5 – Assignments, Appointments and Re-Appointment**

In response to the Union's proposal, modify paragraph I as follows:

- I. Nothing in this Article shall prevent Management from modifying the title, description, or content of a course that a part-time faculty member has been assigned to teach. Part-time faculty members will be notified of changes in course title or course content of the courses they have been assigned to teach. The Department or Program shall give reasonable advance notice of such changes prior to the beginning of the semester. If a changed course remains substantially similar to the course that a part-time faculty member previously taught, both the previously taught course and the changed course will count toward the accrual of good faith consideration for the changed course in accordance with paragraph J.

In response to the Union's proposal, add a new paragraph M as follows:

- M. If a part-time faculty member declines a re-appointment, or accepts and then subsequently declines or fails to teach the course, the part-time faculty member shall forfeit good faith consideration to teach that course in the future. However, a part-time faculty member may decline a re-appointment and retain good faith consideration to teach the course for up to a year by providing a written request, with an explanation of the reason for the request, to the department chair or program director. Such a request will not be unreasonably denied.