

APPENDIX A

MEMORANDUM OF UNDERSTANDING ON JOINT TASK FORCE TO REVIEW GBA RETRENCHMENT PROVISIONS

The University Faculty Association (UFA) and the Administration (ADM) agree to review the collective bargaining agreement's provisions on retrenchment for programmatic and financial reasons. The goal of this review is to reach shared recommendations for revisions to the retrenchment provisions that may better serve the interests of the collective faculty and university programs. The UFA and ADM shall form a task force with representative members in equal number to examine current contract language and concepts for possible contract improvements. The task force shall strive to reach recommendations in time for the collective bargaining cycle for the Fiscal Year 2020-21 biennial contract term. In the event shared recommendations are reached by the task force, they shall be presented to the UFA and ADM collective bargaining teams for possible incorporation into the contract negotiations, which shall be subject to ratification and approval by the UFA membership and the Board of Regents. In the event that shared recommendations are not reached, both UFA and ADM reserve the right to submit related bargaining proposals in accordance with Montana's public employee collective bargaining statute.

APPENDIX B

MEMORANDUM OF UNDERSTANDING ON THE APPLICATION PROCEDURE FOR 2017-2018 OUTSTANDING PERFORMANCE AWARDS FOR NON-TENURABLE FACULTY

Outstanding Performance Awards are intended to reward excellence in the performance of non-tenure track faculty. The procedures outlined below apply to awards given during fiscal year 2018 only. Awards given during fiscal year 2019 will follow the normal faculty evaluation process.

For awards given during FY 18, applicants shall submit documentation providing evidence of outstanding performance and current mailing address to unit chairs by May 8, 2018. Chairs will submit their recommendations to Deans by May 15, 2018. Chairs shall rank any multiple Outstanding Performance Award recommendations within their respective units. Deans will rank applicants based on the provided documentation, the Chair's recommendation, and their own assessment based on the general faculty evaluation procedures established in GBA article 10.000. Deans shall forward their rankings to the Provost by May 22, 2018, who will make the final decision on the granting of awards, by June 1, 2018.

Outstanding Performance Awards for FY 18 will be paid via special check during summer 2018 sent to the mailing address applicants provide.

This Memorandum of Understanding expires June 30, 2018.

APPENDIX C

MEMORANDUM OF AGREEMENT ON THE USE OF MOODLE FOR FACULTY EVALUATION (2017-2021)

INTRODUCTION

In an effort to create efficiencies related to faculty evaluation (UFA GBA 10.000), the Office of the Provost conducted a pilot project in 2013-2014 whereby the School of Art faculty submitted their IPRs for review on Moodle and the different evaluators reviewed these IPRs using Moodle. All involved in this pilot project (the School of Art Director, FEG Chair, Administrative Associate, Dean and Provost) reported to the UFA in the spring 2014 that using Moodle had facilitated the IPR submission and review processes for all involved and had a very positive effect on how faculty evaluations were conducted within that unit. The Office of the Provost and UFA agreed that the pilot project should be extended to a few more departments to verify whether electronic IPR submissions via Moodle would create the same type of efficiencies for other academic units.

The extended pilot project took place in 2014-2015 with participation from the following academic units: the Division of Biological Sciences and Department of Communication Studies in the College of Humanities & Sciences; the Department of Curriculum & Instruction in the PJW College of Education & Human Sciences; the Department of Management Information Systems in the School of Business Administration; and the Department of Applied Computing & Engineering Technology in Missoula College. The School of Art undertook a second year of electronic IPR submissions in 2014-15 as well. A majority of the units that participated in the extended pilot project reported to the Office of the Provost that they found electronic IPR submissions to increase efficiencies in their faculty evaluation processes.

The Office of the Provost shared the results of a survey conducted with those involved in the extended pilot in late August 2015, and asked that the UFA consider making electronic IPR submission via Moodle an option to all academic units on campus. The UFA accepted this proposal and requested that this Memorandum of Agreement be created in order to clearly set out the conditions by which UM academic units can choose to use Moodle for electronic submission and review of faculty IPRs as part of their faculty evaluation processes, starting in 2015-2016.

REQUIREMENTS

The Office of the Provost and the UFA agree that UM academic units can choose to offer electronic IPR submission via Moodle to

their faculty in the 2017-18, 2018-19, 2019-20 and 2020-2021 academic years under the following conditions:

- 1: ~~Participation is voluntary. Academic units are free to use other IPR submission methods if they prefer (i.e., full hardcopy, email, Box, etc.); and individual faculty members in units where the majority opts to use Moodle for IPR submission may elect to submit their IPRs using alternate methods.~~
- 2: ~~Academic units that choose to use Moodle for electronic IPR submission and review are not required to do so in subsequent years.~~
- 3: ~~The UFA has approved the pilot, the extended pilot, and now approves of the Office of the Provost making Moodle sites available to all academic units for IPR submission and review in 2017-2021.~~
- 4: ~~The UFA Administration/Contract Maintenance Committee, with appropriate input from UFA Executive Board and other administrators, will be debriefed on this iteration of the use of Moodle for electronic IPR submissions and review before further implementation is considered (following CBA 10.210);~~
- 5: ~~The Office of the Provost will work with UMOnline to provide necessary documentation and assistance for academic unit users to successfully implement the use of Moodle for electronic IPR submission and review.~~
- 6: ~~Because deadlines for IPR submissions sometimes fall on weekends, Moodle access for reviewers will close at midnight the next working day.~~

IMPLEMENTATION

~~This memorandum will be implemented upon final signatures of authorized representatives of the University of Montana and the University Faculty Association of the University of Montana.~~