Memorandum of Understanding RE: Implementing Multi-year Appointments per Article 9, Section 6 of the Brandeis-SEIU 509 Part-Time Faculty CBA

1. As detailed in Article 9 section 6, if, in the judgment of the school Dean or Vice President, there is a reasonable basis for doing a comprehensive review based upon an expectation of stable enrollments in courses and in an identified Faculty Member’s performance, the University will communicate the evaluation process (the University agrees to run this communication by the Union first) and ask if the Faculty Member wants to be considered for a multi-year contract.

   If the Faculty Member does want to be considered for a multi-year contract, then:

2. If the Dean/Vice President waives the comprehensive evaluation:
   a. As early as practicable during the Fall 2017 term the University will offer a 2- or 3-year appointment retroactive to the beginning of Fall 2017.
   b. The course load average (Article 9, Section 8 of the Agreement) will be based on the 2014-15 through 2016-17 academic years.

3. If the Dean/Vice President does not waive the comprehensive evaluation:
   a. The University will endeavor to complete the comprehensive evaluation during the Fall 2017 term.
   b. In the Spring 2018 term the University will, subject to Article 9 of the Agreement:
      i. appoint the Faculty Member to a multi-year appointment for the maximum (2- or 3-year) length for which they’re eligible, starting in Fall 2018; or
      ii. appoint the Faculty Member to a multi-year appointment shorter than the maximum length for which they’re eligible, starting in Fall 2018; or
      iii. appoint the Faculty Member to a single-year appointment;
      iv. appoint the Faculty Member on a course-by-course basis; or
      v. not reappoint the Faculty Member.
c. As detailed in Article 9 section 8, the course load for a multi-year appointment will be based on projected needs of the department and reasonable consideration of the average number of courses the Faculty Member was assigned to teach for the previous three (3) years. The average will be based on the 2014-15 through 2016-17 academic years.

FOR BRANDEIS UNIVERSITY:  

[Signature]

Date: 8/8/17

FOR SERVICE EMPLOYEES
INTERNATIONAL UNION LOCAL 509, CtW:

[Signature]

Date: 8/7/17