

Memorandum of Agreement (MOA)

Between the

University of Alaska (University)

and

United Academics AAUP/AFT (Union)

Re: Academic Year 2020-2021 Option to Postpone the Tenure Clock by One Year

WHEREAS, the University of Alaska (University) and United Academics-AAUP/AFT (Union) are bound by the terms of the January 01, 2017 through December 31, 2019, Collective Bargaining Agreement (CBA), and the extension of that CBA for one year January 01, 2020 through December 31, 2020; and

WHEREAS, academic, research and service programs have been disrupted to varying degrees as a result of the COVID-19 pandemic in Spring 2020;

NOW THEREFORE, in consideration of the foregoing recitals, which are an integral part of this Agreement, and the mutual promises contained below, the parties agree as follows:

- 1) Tenure track reviews as specified in Article 9.3.3 of the UNAC CBA may be postponed by one year.
- 2) Tenure Track UNAC members wishing to postpone tenure track reviews by one year must make a request for the extension in writing to the Dean or Director and the Provost prior to the end of the Academic Year 2019-2020, i.e., prior to Friday May 8, 2020, 5pm.
- 3) This MOA does not imply a violation of the CBA.

This MOA does not establish a practice or precedent between the parties, and in a proceeding between the parties may not be referred to, introduced, submitted, or used in any way, including but not limited to use in any future or pending grievance, arbitration, unfair labor practice, charge, action, tenure, promotion, retention, evaluation, review or any other matter or proceeding, except to resolve the issue referenced herein and enforce the terms of this MOA.

FOR THE UNIVERSITY:

FOR THE UNION:

\_\_\_\_\_  
Tara Ferguson,  
Director, Labor

Date

\_\_\_\_\_  
Abel Bult-Ito,

05-01-2020

Date