

## Memorandum of Understanding

This Memorandum of Understanding ("Agreement") is made and entered into by and between the University of Maine System and all of its campuses, locations, sites, centers, and affiliated entities (collectively the "University") and Associated Faculties of the University of Maine System ("Association"), collectively ("the Parties").

As a result of the COVID-19 pandemic, the Parties agree to the following:

1. Due to the impact of the COVID-19 pandemic, any tenure-track probationary faculty member employed during the Spring 2020 semester or the 2020-2021 Academic Year may choose to pause their tenure clock. The faculty member may notify the University of their decision to do so at any time before they would normally apply for tenure.
2. Student Evaluations of Teaching (SET) shall be formative for the 2020-2021 Academic Year and not automatically placed in unit members' personnel files. Faculty may choose to include SET scores and/or comments in their personnel files. SETs are only one way to assess teaching. Faculty will have various ways to document teaching for evaluation purposes. They may choose to provide information on their pedagogy revisions and flexibility in response to the pandemic; self-assessment or include other student feedback and/or classroom observations from colleagues.
3. The Parties realize that the balance of teaching, research, and service will be impacted in different ways for different people; therefore the University recommends that all evaluators and peer assessment teams consider the impact that COVID-19 has had on a faculty member's performance, on a case-by-case basis.
4. For the 2020-2021 Academic Year, the list of approved reasons for unpaid leaves of absence as outlined in Article 19 of the collective bargaining agreement will be extended to include any reason related to the pandemic.
5. In the event this Agreement conflicts with any provision of the Collective Bargaining Agreement between Union and the University, this Agreement shall be controlling.
6. The Parties agree that the facts and circumstances related herein and the conclusions and determinations made by the Agreement shall not establish a precedent or practice for any purpose.

Jim McClymer  
AFUM

10/7/2020  
Date

SA Cameron DiPratt  
University of Maine System

10/8/20  
Date