Memorandum of Agreement (MOA)

Between the

University of Alaska (University)

and

United Academics - AAUP/AFT (Union)

Re: Rescinding AY19-20 Moratorium On Annual Reviews, Fourth-Year Comprehensive Reviews, Promotion and/or Tenure Reviews, Post Tenure Reviews, and Extension of Associated Deadlines and Mandatory Years

Pursuant to the terms of the January 01, 2017 through December 31, 2020, Collective Bargaining Agreement (CBA) between the University of Alaska and United Academics - AAUP/AFT, the parties hereby agree as follows:

- 1) The MOA titled "AY19-20 Moratorium On Annual Reviews, Fourth-Year Comprehensive Reviews, Promotion and/or Tenure Reviews, Post Tenure Reviews, and Extension of Associated Deadlines and Mandatory Years" is rescinded as of the date of the signed MOA.
- 2) Timelines specified in Article 9.2.6 of the UNAC CBA for annual review, progression towards tenure review, comprehensive fourth-year review, promotion, tenure, and post-tenure review shall be extended during the Academic Year 2019/20 as follows:
 - a. The United Academics member shall, by September 26, 2019, submit an annual activity report or file for evaluation as outlined in Article 9.2.1 and Article 9.2.6c, respectively.
 - b. The dean, director, or designee shall, by September 29, 2019, submit the appropriate file to the peer review committee as outlined in Article 9.2.6d.
 - c. The peer review committee shall, by October 29, 2019, provide their recommendation as outlined in Article 9.2.6d.
 - d. The United Academics member shall, by November 5, 2019, submit any written response as outlined in Article 9.2.6e.
- 3) Timelines as specified in Article 9.2.6f. and forward will remain unchanged.

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:

Director, Labor and Employee Engagement

Glenn J Gambrell,

FOR THE UNION:

President