

Memorandum of Agreement (MOA) between the
University of Alaska (University) and
United Academics – AAUP/AFT (Union)

Re: Expanded use of faculty travel for professional development funds in Articles 15.9 and 5.2.d

Pursuant to the terms of the January 1, 2017, through December 31, 2019, Collective Bargaining Agreement (CBA) between the University of Alaska and United Academics – AAUP/AFT, and the extension of that CBA for two years from January 01, 2020, through December 31, 2021 (and currently further extended to the extent required by Alaska law during negotiations for a successor agreement):

WHEREAS, pursuant to the terms of Articles 15.9 of the CBA, the parties acknowledge that “On September 15, 2019, the University allocated \$300,000 for FY2020” for faculty development.

WHEREAS, on August 24, 2020, the university and the union entered into an MOA to roll over any remaining faculty development funds to fiscal year 2021 due to many faculty members working from home and the university only allowing limited travel during fiscal year 2021. In addition, the State of Alaska mandated health directives that included travel restrictions.

WHEREAS, due to the disruptions caused by the COVID-19 pandemic, unused 2020-2021 faculty development funds, including funds from cancellations of travel resulting from the pandemic, were transferred to the 2021-2022 academic year to be used for faculty development during the 2021-2022 academic year as outlined in Article 15.9.

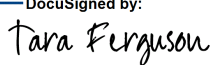
NOW THEREFORE, in consideration of the foregoing recitals, which are an integral part of this Agreement, and the mutual promises contained below, the parties agree as follows:

- 1) Any currently remaining Article 15.9 funds from FY2020, as well as any remaining funds for faculty travel for professional development as identified in Article 5.2.d from FY2021 and FY2022 will be made available for faculty development that is not limited only to travel. The expanded use of funds for faculty development may include, for example: payment of registration fees for virtual conferences, professional development training, or other activities as approved by each Provost. Each Provost will convene a joint labor management group of two members from each party to review and rank the requests for funding.
- 2) The above funds will be applied to expanded activities as described in this MOA that were previously approved in FY2021 and FY2022, and may also be awarded for these expanded activities through August 5, 2022. Funds will not be awarded for these expanded activities after August 5, 2022.
- 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 any 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 to enforce the terms of this MOA.

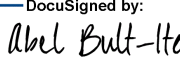
FOR THE UNIVERSITY:

FOR THE UNION:

DocuSigned by:

 Tara Ferguson
 Director, Labor and Employee Engagement

April 7, 2022

 Date

DocuSigned by:

 Abel Bult-Ito
 President

April 8, 2022

 Date