

**MEMORANDUM OF AGREEMENT
FOR A SUCCESSOR AGREEMENT**
between
THE BOARD OF TRUSTEES OF THE UNIVERSITY OF MASSACHUSETTS
and the
MASSACHUSETTS SOCIETY OF PROFESSORS/MTA/NEA
For the period
July 1, 2018 through June 30, 2020

This agreement is entered into between the University of Massachusetts - Amherst Campus and the Massachusetts Society of Professors/MTA/NEA in modification of the existing agreement between the parties for a successor agreement effective July 1, 2018 through June 30, 2020.

Specific language to implement these terms not already tentatively agreed to shall be mutually developed by the parties within 30 days after the agreement is ratified by the MSP and approved by the University.

Article 26 - Salaries:

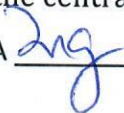
The parties agree to modify current language as follows. All other provisions of this Article shall be extended for the term of this Agreement.

The 2% increase in the current state parameters will be distributed across-the-board. Any additional increases in the state parameters above 2% will be awarded as merit as defined in the current Agreement. The campus reserves the right to establish a merit pool that can be used to distribute one-time bonuses in lieu of base salary increases. The parties recognize that one-time bonuses can off-set, but not replace base-pay merit increases and therefore the parties shall continue discussions as to the effect of bonuses on future merit increases. Merit will be distributed through the usual process as defined in this Article.

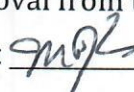
Equity Adjustments: Replace the current anomaly increase process with an annual "Equity Review and Adjustment Process." A University Salary Equity Committee composed of half faculty and half non-unit administrators will develop rules and procedures for determining the existence of potential salary inequities and make recommendations for correcting them. The Equity Reviews would result in recommendations for salary adjustments to the Provost who makes final determination for equity adjustments. Decisions are not subject to the grievance procedure. A central pool of not less than \$200,000, allocated to each college by FTE shall be distributed annually. Every effort will be made to de-identify the faculty members recommended for adjustments and their comparators during the review process.

Colleges may use additional funds to correct salary inequities that have not been addressed through the central process with approval from the MSP.

MSP/MTA



UMass Amherst



Memorandum of Agreement – Faculty with Extension and Research Titles

No later than September 30, 2018, the Administration and the Union will establish a joint committee with the authority to bargain three items:

- 1) Promotion criteria for bargaining-unit faculty with non-tenure-track titles that include the Extension and Research qualifiers;
- 2) “Bridge funds” to pay research faculty between grants; and
- 3) Compensation and part-time lecturer appointments for research or extension faculty who perform faculty work beyond their grant-funded research or extension work.

No other terms and conditions of employment affecting such faculty may be bargained by this committee except as otherwise agreed to by the parties, and the terms of the Collective Bargaining Agreement’s Article 21 shall continue to apply to such faculty. The committee will attempt to conclude bargaining no later than December 15, 2018, the bargained terms shall take effect upon successful conclusion of that bargaining.

Memorandum of Agreement – Gender Equity

The parties agree to the establishment of a joint committee by no later than September 30, 2018, of equal representation, to support the University’s efforts to implement the Massachusetts Equal Pay Act and the recommendations resulting from the Gender Equity study released in 2017.

Memorandum of Agreement – Article 33 Evaluation

The parties shall establish a joint committee by no later than January 30, 2019, of equal representation, for the purpose of researching and making recommendations for the implementation of the on-line student review of teaching instrument (SRTI) and holistic teaching evaluation methods

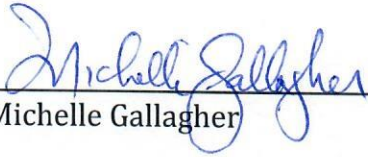
Memorandum of Agreement – Pilot “Teaching Professor” title for the College of Information and Computer Sciences

The parties shall establish a joint committee to develop and pilot the use of a new “Teaching Professor” title for the College of Information and Computer Sciences. Lecturers of all ranks who are strongly invested in the CICS teaching mission and who intend to be active members of the CICS faculty community have the opportunity to join the CICS Teaching Faculty pilot, under the following conditions:

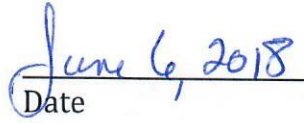
1. The faculty member must hold a PhD or comparable degree and experience.
2. The faculty member must agree to a revised set of duties: teaching six courses or course-equivalents each academic year; revising, upgrading, or designing courses each year; advising students; attending one Computer Science education conference

each year; serving on College or University committees; and participating in the governance of the CICS faculty.

For the MSP/MTA




Michelle Gallagher

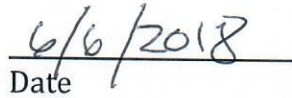


Date

For UMass Amherst



Michael Eagen



Date

MSP/MTA 

UMass Amherst 
