

MEMORANDUM OF UNDERSTANDING
Between
SOUTHWESTERN COMMUNITY COLLEGE DISTRICT
And
SOUTHWESTERN COLLEGE EDUCATION ASSOCIATION (SCEA)

August 18, 2022

Supplemental Support for Tenure Review

Due to the unusually large number of Full-Time Faculty hires for Fall 2022, the District and the SCEA acknowledge that the Tenure Review program will require additional support. This MOU addresses those needs by providing temporary measures designed to ensure that the Tenure Review mission is fully achieved. The following support will be provided by the District through Fall 2025:

- Starting Fall 2022, the District shall provide the following reassigned time for an Assistant Tenure Review Coordinator (ATRC) who will work in coordination with the Tenure Review Coordinator to complete all necessary Tenure Review goals:
 - 40% reassigned time for Fall 2022
 - 30% reassigned time for Fall 2023
 - 20% reassigned time for Fall 2024
- The ATRC will be subject to all existing contract language as the TRC for purposes of reporting, evaluation, and job requirements at a rate commensurate to their overall percentage of compensation. The intent is to keep as much continuity in the ATRC appointment as possible. Payments shall be distributed before the start of the Spring semester for work performed in the Fall.
- Tenure Review Committee Chairs who serve on more than one (1) committee as Chair shall be given an annual \$500 dollar stipend for each additional committee they Chair to account for increased workload in facilitating paperwork and communication with committee members, Tenure Review Coordinator, and office staff.
- Faculty who serve on more than one (1) Tenure Review Committee shall be given an annual stipend of \$500 for each additional committee served.
- The office of the VPAA shall provide additional clerical support to the TRC, ATRC, Tenure Review Committee Chairs, and office staff in the completion of official Tenure Review documentation requirements.
- The Tenure Review Coordinator in coordination with the VPAA shall review and revise the existing timeline in order to maximize efficiency including but not limited to the following items:
 - The timeline for the first Tenure Review Meeting of the evaluation cycle shall be extended to at least 3 weeks.
 - Tenure Review Committees that have already been created prior to this agreement are not required to meet in person for the first Tenure Review Meeting of the evaluation cycle unless there is a new member of that committee.
 - The VPAA for the duration of this MOU may choose to do their one (1) evaluation of Tenure Review Candidates in either year 2, 3, or 4 in order to balance their evaluations load in peak years.

This Agreement is non-precedential, will not bind the Parties in any future action, whether under similar circumstances or not, and cannot be introduced in any grievance, arbitration, complaint, administrative or legal proceeding as evidence of past practice or intent of the Parties or meaning or application of the collective bargaining agreement.

For the College District:



**Angela Riggs
Acting Assistant Superintendent/
Vice President, Human Resources**

For SCEA:



**Ken Yanow,
Faculty Bargaining Lead**









SCEA MOU - Tenure Review Supplemental Support - Final 08.18.22

Final Audit Report

2022-08-23

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