

Memorandum of Agreement  
March 16, 2021

This Memorandum of Agreement (“MOA”) is entered into by the University of Connecticut Chapter of the American Association of University Professors (“UConn-AAUP”) and the University of Connecticut (University), known collectively as the Parties (“Parties”), as follows:

**Whereas**, The University has provided a safe work environment in accordance with state and federal laws and the collective bargaining agreement; and

**Whereas**, The University has taken steps to address health and safety of AAUP bargaining unit members while meeting the educational needs of the community during the public health emergency; and

**Whereas**, UConn-AAUP demanded to bargain negotiable impacts of any changes to the terms and conditions of employment due to the 2020 COVID 19 pandemic, and

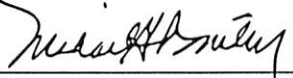
**Whereas**, the Parties have mutually committed to continue to support each other, maintain a collaborative relationship to meet the needs of the campus community in the least disruptive manner possible; now

**Therefore**, the Parties have agreed to the following conditions, and share a mutual desire to articulate our agreement in writing:

1. Each instructor has been provided the opportunity to choose a modality for the delivery of their courses for the Spring 2021 semester. Where exceptions have been made the University agrees to discuss its decision if requested by AAUP.
2. Deans and Department Heads, will for the Spring 2021, continue to be flexible in addressing faculty service responsibilities for those bargaining unit members with demonstrated additional caretaking responsibilities resulting from COVID-19.
3. Non-tenure track faculty in their final one-year appointment prior to becoming eligible for a multi-year appointment may request a one-year delay toward their P& R review for their initial multi-year appointment effective academic year 2021-22.
4. In many areas, research and creative activity have been impacted due to the pandemic in some cases delaying resumption of activity or altering the manner of engaging in those activities. The University will continue to provide both informal and formal mentoring for faculty members to provide guidance as they continue on a professional path towards promotion, tenure and reappointment.

5. Through the academic year beginning August 2023 faculty will have the opportunity in annual reports and PR/ PTR portfolios to describe the effects of COVID-19 on their research, teaching, mentoring and service.
6. The parties agreed for faculty teaching in the distance education modality with no in-person component in calendar year 2021 that student authentication requirements will be in accordance with the memo issued by the Office of the Provost on 1/15/2021.
7. The University will make a good faith effort to redesign the teaching evaluations during the Spring 2021 semester to align with varied modes of instruction and approved in accordance through the regular process within their departments.
8. A bargaining unit member who does not fall into an age, work or health condition category or schedule for the COVID-19 vaccine announced by the State of Connecticut prior to the start of the 2021-22 academic year may discuss with the Dean any request to change the teaching modality for the Fall 2021 semester.
9. Faculty members who have medical concerns shall address any need for an accommodation, , through the established process for such determinations, which may include a change in teaching modality.
10. Faculty members who could not take their sabbatical leave as a result of the COVID-19 pandemic will have an "administrative postponement" that maintains the faculty members' sabbatical cycle.

**For UConn-AAUP**

  
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Michael Bailey, Executive Director

March 15, 2021

\_\_\_\_\_  
Date

**For the University**

  
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Carl Lejuez, Provost

April 12, 2021

\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Karen Buffkin, Executive Director

April 16, 2021  
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Date