

Agreement 2004 Contract Extension - 1-Year (2007-2008)

(Page references are to the pages of the 2004-2007 Agreement)

Article I.
Recognition and Definitions (p. 4)

B. DEFINITIONS

29. Dean of SMAST
The administrative head of the School for Marine Science and Technology.

[Same change in all other references to the Dean of SMAST: Substitute Dean of SMAST for Director of SMAST.]

Article VII
Personnel Recommendations (p. 54)

Preamble

[replace lines 45 through 48] For all personnel recommendations, a copy of the recommendation at all levels shall be sent to the candidate, the Department Chair, the College Dean, the Provost, and the President of the Faculty Federation. This provision shall apply to all actions taken pursuant to the sections herein.

The Faculty Federation agrees to send forward all recommendations on contract renewal, tenure, and promotion, including cases in which both the department faculty evaluation committee or tenured faculty and the Department Chair do NOT recommend tenure, providing that all departmental documents (including the recommendations of the Department Tenure Committee and the Department Chair) go forward to the UMass Board of Trustees in any and all such cases where the campus (Chancellor) makes a recommendation on tenure to the Board of Trustees.

F. TIMETABLE FOR PERSONNEL RECOMMENDATIONS (pp. 57-58)

3. Tenure

The tenured members of the department shall forward their recommendation to the Department Chair by December 15. The recommendation of the Department Chair shall be forwarded to the College Academic Council by January 15.

The College Academic Council shall forward its recommendation to the College Dean by February 1. The College Dean's recommendation shall be forwarded to the Provost by March 1. The recommendation of the Provost shall be forwarded to the Chancellor by April 1.

G. ANNUAL FACULTY EVALUATIONS (p. 59)

2. Student Evaluation of Classroom Teaching

[replace paragraph one] The Administration and the Faculty Federation agree to continue negotiations for a common teaching form for all departments and a comprehensive policy on student evaluation of teaching. The first stage of this process will be carried out by representatives of the Faculty Federation who will conduct a faculty-wide study of all aspects of student evaluation of teaching with particular emphasis on the possibility of developing a single form for student evaluations of teaching or a form that will include common questions for all departments. The Federation study committee will report on or before December 1, 2007 to the parties in these negotiations who will establish a committee of six individuals, three appointed by the Faculty Federation and three by the Chancellor, which will consider the

recommendations of the Federation study group with the goal of developing a comprehensive policy on student evaluation of teaching, including the creation of a single standard course evaluation instrument, (which may be part of larger instruments used by departments) for all departments beginning spring semester 2008. The joint committee will make its recommendations to the parties to these negotiations no later than March 1, 2008.

[replace current paragraph two] Each faculty member will be evaluated in every credit course offered at or under the auspices of the University of Massachusetts Dartmouth.

I. TENURE (pp. 62-63)

4. The recommendation on tenure shall be determined by a majority vote by secret ballot of all the tenured faculty members of the Department by December 15 of the year preceding the last probationary year ...
5. On or before January 15 of the candidate's tenure-decision year, the Department Chairperson will forward to the appropriate College Academic Council the faculty member's recommendation, copies of the tenure evaluation documentation, and the Chairperson's own recommendation and substantiation in writing ...

ARTICLE VIII
WORKING CONDITIONS

O. PARKING FEE (p. 91)

Following the signing of this Agreement, the parties will, jointly with other UMass Dartmouth campus unions, engage in serious discussions that will lead to an agreement on a paid parking system.

ARTICLE XI
Salary and Fringe Benefits

A. SALARY SCHEDULE (p. 102 et seq.)

2. [replaces current paragraph] Only unit members who are active on the date on which the appropriation funding this agreement is signed and certain former unit members (retired, deceased, laid off, transferred to another UMass campus, leave of absence) shall be considered eligible for the salary rate increases below. Terminated unit members, including those who resign, shall not be considered eligible. Salary provisions applying to Part-Time Lecturers are indicated in Article XV.
4. [replaces current paragraph] Salary increases for all full-time members of the bargaining unit shall be as follows and shall be applied in the order as outlined below:
 - a) Period July 1, 2007 through June 30, 2008
 - 1) Effective July 8, 2007, each member of the bargaining unit who was rated "Recommended" or "Highly Recommended" in the most recent annual evaluation shall receive a two and one-half percent (2.5%) increase to their base salary.
 - 2) Effective July 8, 2007, a one percent (1%) Merit Pool of which 50% shall be Merit I and 50% Merit II, as described in Article XI.B.
 - 3) Effective September 1, 2007, individuals who were promoted during the previous academic year shall receive a salary rate increment. Amounts remain the same . . .
 - 4) Effective September 1, 2007, Minimums Adjustments. Full time members of the bargaining unit whose salary is less than the minimum salary for the various ranks shall have their salary rate

