

Memorandum of Agreement

This Agreement is entered into between the University of Massachusetts Boston (University) and the Faculty Staff Union (FSU) in recognition of the implementation of the College of Liberal Arts and the McCormack Graduate School (CLA-MGS) Design's Team's recommendation to proceed with joining the McCormack School as a "school-within-a-college" inside College of Liberal Arts (CLA). Therefore, the two academic departments (CRHSGG & PPOL) and all their associated faculty, staff and academic programs have been moved to CLA and remain in the McCormack School. Furthermore, the entire set of centers and institutes associated with these two departments also moved into CLA and remain an integral part of the McCormack School. As such, all units, faculty, students and staff associated with the McCormack School (minus the Gerontology Department and its associated units) have been moved as an integrated whole into CLA.

The existing administrative structures and associated budgets were merged with CLA's current structure and budget as of July 1, 2023, and all permanent staff and faculty joined CLA on September 1, 2023.


To facilitate the successful integration referenced above the parties stipulate to the following:

1. School-level Personnel Committee (equivalent to College Personnel Committee):
McCormack Graduate School will have a School-level Personnel Committee for three academic years. The three years, including this year, are AY23/24, AY24/25, and AY25/26. During these three years, the school will conduct its major personnel review, including 4th year review, tenure review, promotion to full, and PMYR within the school. The review process starts from the department personnel committee (DPC) then to the Chair of the Department, then to the School-level personnel committee, then to the Director of the School, and then to the Provost's Office. The School-level Personnel Committee will be formed by the Director of the School in collaboration with the two departments and the Dean of the College of Liberal Arts.
2. Departmental Staff support:
Specific to staff support at the School level, the CLA Dean's office, with the MGS Director's office, has been working on filling staff positions to support the expanded activities in CLA and MGS in personnel, budget, and scheduling/events. These positions will provide full support to the MGS departments as well as their departmental staff.
3. Course Load Reduction (CLRs) for Chairs, Graduate Program Directors, and Center Directors:
MGS created a CLR policy in 2018 that governs the allocation of CLRs and it is agreed that MGS can follow the current CLR policy within the School for four years (including this AY), that is, AY 23/24, AY 24/25, AY 25/26, and AY 26/27

CLA is currently working on a CLR policy that will be adopted in the coming years . CLA (including MGS) will also be expected to adjust CLR allotments in alignment with any university-wide changes regarding the availability of budget or guidelines for assigning CLRs.


4. Absent anything to the contrary above, the Parties agree to maintain existing policies and procedures within MGS and any future change shall be consistent with both the terms of the collective bargaining agreement and any obligation under 5 M.G.L. Chpt 150(E).

For the Union:

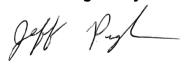
DocuSigned by:

D4F5ECFC061043B...
Caroline L. Coscia
FSU President

Date: 7/19/2024

For the University:

DocuSigned by:

DD8697AB88B241D...
Mickey Gallagher
Executive Director – Labor Relations

Date: 7/19/2024

DocuSigned by:

91A8AD95A06D46D...
Jeffrey Pugh
McCormack Graduate School
Faculty Representative

Date: 7/23/2024