

MEMORANDUM OF UNDERSTANDING

Whereas, the University of North Florida Board of Trustees (“UNF”) and the United Faculty of Florida at the University of North Florida (“UFF”) seek to clarify the manner in which intellectual property, use of ISQs, tenure and/or promotion applications, performance evaluations, and other terms of the current collective bargaining agreement are conducted during the exigency of the COVID-19 pandemic.

Whereas, the University of North Florida and the United Faculty of Florida agree on these actions that do not amend the current collective bargaining agreement but clarify its application during the period of the pandemic.

1. The University of North Florida and the United Faculty of Florida (“the parties”) agree that faculty will have ownership of the faculty-created content of any course that was converted from an in-person delivery to a remote format as a result of the response to the COVID-19 pandemic during the Spring and Summer semesters of 2020. Courses that were offered or scheduled as an online course for the Spring and/or Summer 2020 semesters will have the ownership defined by the collective bargaining agreement.

2. A faculty member that is unable to deliver their assigned course to completion, may transfer course materials to another faculty member, during the Spring and Summer 2020 semesters only, to allow for the completion of the delivery of the course to the student(s).

3. Whether the ISQs for courses taught in the Spring and Summer 2020 semesters will be administered will be upon the option of the faculty member.

4. Whether the ISQs for courses taught in the Spring and Summer 2020 semesters will be used for the purposes of the faculty member's annual evaluation and tenure appraisal will be upon the option of the faculty member.


5. Whether the ISQs for the Spring and Summer 2020 semesters will be used for the purposes of an application dossier for tenure or promotion will be upon the option of the faculty member.

6. The administration schedule for the ISQs for Spring 2020 will be adjusted to accommodate faculty submitting an opt-out of evaluation form.

7. The tenure-track faculty will be able to exercise the option to increase the tenure-earning period by one year. The University will collaborate with UFF to provide a protocol of the faculty's option to extend the tenure-earning period. In addition, faculty retain the right to request extensions of the tenure-earning period pursuant to the collective bargaining agreement.

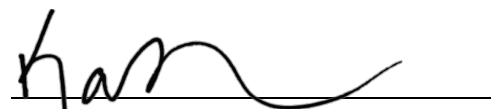
8. For Spring and Summer 2020 semesters, attendance online to an approved conference will be regarded the same as in-person attendance.

9. The parties retain all other collective bargaining agreement rights. Nothing in the above agreement shall be construed as a waiver of the right to bargain future impacts from the COVID-19 pandemic or any other collective bargaining rights.



University of North Florida
April 10, 2020

Date



United Faculty of Florida
April 10, 2020

Date