

## Memorandum of Understanding—Oct. 14, 2015

### Evening-Weekend Studies (EWS) Transition Policy for Long-Term Adjunct Faculty

Transition Policy: The College's long-term adjunct faculty members are valuable colleagues who have significant expertise and experience planning and teaching in the Evergreen EWS program and/or other areas of the curriculum. To recognize the important contributions made by these long-term adjunct faculty members, the College will open up to six half-time EWS regular faculty positions to be hired in the 2015-2016 academic year hiring process. In the event that fewer than six candidates are hired, any unfilled half-time positions shall remain open and recruited during the 2016-17 hiring process or thereafter until filled. These positions are not discipline specific but will instead promote the criteria stated herein.

- 1.1 Eligibility. Candidates must have, at minimum, a master's degree and:
  - 1.1.1 Completed a minimum of six (6) quarters (excluding summers) of team teaching; and either
  - 1.1.2 Taught at least half-time for thirty quarters (excluding summers) over twelve years; or
  - 1.1.3 Completed at least two multi-year contracts in which the candidate taught at least half-time in a program.
- 1.2 Criteria.
  - 1.2.1 Demonstrated excellence in broadly interdisciplinary teaching; and
  - 1.2.2 Demonstrated ability to collaborate with a variety of faculty colleagues to co-plan and to co-deliver curricular content; and
  - 1.2.3 Evidence of having met or exceeded all expectations of their previous employment contracts at Evergreen; and
  - 1.2.4 Knowledge of and dedication to the scholarship, overarching debates, and big questions relevant to one or more fields of study, as demonstrated by class content and teaching methods as well as by publications or professional activities; and
- 1.3 Process.
  - 1.3.1 Eligible candidates will submit a request to the Hiring Dean for transition to a half-time EWS regular faculty position during fall quarter 2015.
  - 1.3.2 The request shall consist of a portfolio that documents the candidate's teaching history at Evergreen and all other documents required in the regular faculty hiring process.
  - 1.3.3 Once applications have been received, the hiring process for these positions will parallel the hiring process for all other regular faculty positions.

- 1.3.4 Individuals who apply for but are not offered a regular position through the one-time hiring process remain eligible for visiting and/or adjunct faculty contracts, and may reapply for regular positions advertised in the future through the College's normal hiring process.