



Dear Evergreen Faculty:

On behalf of the bargaining teams for the Evergreen Administration and United Faculty of Evergreen (UFE), we are writing to let you know that we have reached a Tentative Agreement on a three-year collective bargaining agreement (CBA). A central feature of the new agreement is the creation of faculty leadership positions with release time to lead the work of curriculum planning, linked to a revitalization of our curriculum planning groups.

The ongoing work on paths of study, the work of the Standing Committee on the Curriculum, and a shared commitment to making five years of our interdisciplinary curriculum visible to students all inspired the negotiation process and led to a new framework that will serve students well. Collaborative faculty work, led by the deans, Provost, and faculty leaders, is an important part of our vision for revitalizing the curriculum and the college as a whole.

Starting in fall 2018, the faculty, with the curriculum deans, will reorganize the current planning units into Curricular Area Teams comprised of at least three paths of study. The process should be fluid and generative, with some faculty creating Curricular Area Teams that resemble current groupings while other faculty might form new interdisciplinary groupings. Each faculty member will commit at least 25 percent of their teaching to a path of study, which also leaves time for multiple curricular interests and rotations into emergent interdisciplinary programs – all of which reflect our commitments to students. Upcoming summer institutes will inform or solidify faculty commitments to paths of study, and there is room for other paths to be developed further. The Curricular Area Teams will become overarching frameworks grounded in paths of study and related curricula, as well as places to develop a shared vision for pedagogy that supports student success.

The 2018-2021 CBA includes a Memorandum of Understanding (MOU) that outlines the transition process. During the 2018-19 academic year, three transition leaders will be appointed from the faculty by the Provost to work with the deans to facilitate the process. Starting fall 2019, each Curricular Area Team will be led by a faculty member with half-time release throughout the academic year to do this leadership work. Conveners will lead Paths of Study Groups, and this work will be considered a governance assignment.

To complete the collective bargaining process, the UFE will be working with its members to ratify the TA, and the Board of Trustees will ratify and sign the TA with UFE leaders on Thursday, June 14<sup>th</sup> at the Board meeting. The full CBA TA will be on the Provost's website, as well as UFE's website, today by 5:00. UFE will hold its ratification meeting for members on Monday in COM 308 from 4:30-5:30. In addition, we will lead an all-faculty forum for further

discussion of faculty leadership positions and Curricular Area Teams (Sections 6.3.1 and 8.2.6 and 8.2.7) on Tuesday, June 12, in SEM II B1107 from 12:00-1:00.

We look forward to working with you,

**Jennifer Drake, PhD** | Provost and Vice President for Academic Affairs

*she/her pronouns*

3805 Library, The Evergreen State College  
2700 Evergreen Pkwy NW, Olympia, Washington 98505  
(360) 867-6400 | [drakej@evergreen.edu](mailto:drakej@evergreen.edu)

**Laurie M. Meeker, MFA**

*she/her pronouns*

Member of the Faculty, film/video  
UFE Communications Coordinator  
[meekerl@evergreen.edu](mailto:meekerl@evergreen.edu)  
360-259-8139 (mobile)