

## MEMORANDUM OF UNDERSTANDING

The purpose of this Memorandum of Understanding (MOU) between the United Faculty of Evergreen (“UFE”), and The Evergreen State College (“Evergreen”) is to memorialize an agreement to amend articles 5.2 and 8.3 of the Collective Bargaining Agreement by and between The Evergreen State College and United Faculty of Evergreen (September 1, 2023 – August 31, 2025; extended by MOU through August 31, 2027).

### Recitals

Evergreen is preparing a new graduate program: Sustainability Master of Business Administration. To clarify faculty responsibilities in this new area of the College, both parties understand that changes must be made to the Collective Bargaining Agreement. The parties have entered into this Memorandum to memorialize their agreements.

### Agreement

Now, therefore, the parties agree that articles 5.2 and 8.3 of the Collective Bargaining Agreement are amended as follows:

5.2 Areas of the College. Faculty members belong to one of the following areas of the College:

- Olympia Daytime: Science Curricular Area
- Olympia Daytime: Social Science/CCJ Curricular Area
- Olympia Daytime: Arts and Humanities Curricular Area
- Professional and Continuing Education (“PaCE”)
- Master of Public Administration
- Master in Teaching
- Master of Environmental Studies
- Sustainability Master of Business Administration
- Native Pathways
- Tacoma
- Administrative Faculty
- Library Faculty

8.3 Commitments for Regular Full Time Faculty Teaching in Graduate Programs. All full-time regular faculty members who teach in a graduate program are expected to fulfill the applicable responsibilities stated in Sections 6.1 - 6.4 for their assigned program, in addition to the following responsibilities:

- Student advising;

- Research and creative endeavors;
- Serve as faculty sponsor for individual learning contracts and internships;
- Participate on graduate admissions committees;
- Program-level curricular planning;
- Alumni relations;
- Service to one's profession; and
- Community and public service.

Distribution of time in each of these responsibilities may vary year to year. It is the responsibility of faculty members to achieve a balance of these workload areas. Additional shared graduate program faculty commitments are:

8.3.1 Master of Environmental Studies. Serve as thesis advisor. Committee participation for evaluating and ranking candidates for grants and/or scholarships, student concerns, internship coordination, graduation planning, student activities support; and other activities as needed.

8.3.2 Master of Public Administration. Serve on governance committees and/or projects that involve: policy review; community outreach; program evaluation and review; sponsorship of student and alumni groups; internship sponsor relationships; liaison to advisory boards; program representation to regional and national professional organizations; and other activities as needed.

8.3.3 Master in Teaching. Serve as master paper supervisor. Committee participation for program accreditation (including data gathering, entry and evaluation), graduation planning, and advisory board(s); and other activities as needed.

8.3.4 Sustainability Master of Business Administration. Serve on governance committees and/or projects that involve: policy review; community outreach; program evaluation and review; sponsorship of student and alumni groups; internship/project sponsor relationships and coordination; liaison to advisory boards; evaluating candidates for grants and/or scholarships; student concerns; graduation planning; student activities support; program representation to regional and national professional organizations; and other activities as needed.

Signed and Dated this 9th day of June, 2026.

The Evergreen State College

United Faculty of Evergreen

By Noah Coburn

By Julie Levin Russo

Its Provost & VP for Academics

Its Chair


