

**Memorandum of Agreement (MOA)  
Between the  
University of Alaska (University)  
and  
United Academics – AAUP/AFT (Union)**

**Re: University of Alaska Anchorage School of Education faculty placement at other universities**

Pursuant to the terms of the January 01, 2017 through December 31, 2019, Collective Bargaining Agreement (CBA) between the University of Alaska and United Academics – AAUP/AFT, the parties hereby agree as follows:

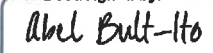
- 1) The parties agree that the tenured faculty good faith placement obligations of Article 10.2 extend only to placement within the university where the UNAC member's locus of tenure resides.
- 2) The parties further agree that it is in the best interests of the University to make a good faith effort to place all faculty issued a reduction in force notice within the University of Alaska.
- 3) Therefore, University of Alaska Anchorage (UAA) faculty issued a reduction in force notice who have not been able to be placed within another UAA program will be given first consideration for any faculty vacancies at the University of Alaska Fairbanks (UAF) School of Education and the University of Alaska Southeast (UAS) Alaska College of Education. Those vacancies may be either non-tenure track term or tenure-track positions.
- 4) UAA faculty placed into a tenure-track vacancy at UAF or UAS will be allowed to submit a tenure file for expedited review by the appropriate levels of review.
- 5) This MOA does not imply a violation of the CBA.

This MOA does not establish a practice or precedent between the parties, and in a proceeding between the parties, may not be referred to, introduced, submitted, or used in any way, including but not limited to use in any future or pending grievance, arbitration, unfair labor practice, charge, action, tenure, promotion, retention, evaluation, review or any other matter or proceeding, except to resolve the issue referenced herein and enforce the terms of this MOA.

**FOR THE UNIVERSITY:**

  
Keli Hite McGee, Date  
Chief Human Resources Officer

**FOR THE UNION:**

  
Abel Bult-Ito, Date  
President