

## MEMORANDUM OF AGREEMENT

Whereas, the *2010 - 2012 EIU-UPI Unit A Agreement* and the *2010 -2012 EIU-UPI Unit B Agreement* provisions were tentatively agreed to on December 13, 2010 by the University Professionals of Illinois (UPI) and Eastern Illinois University (EIU); and

Whereas, the December 13, 2010, tentative agreement provided that UPI and EIU would bargain the use and procedures of graduate student teaching, as provided in the ULP Resolution Agreement dated April 23, 2010, in a Memorandum of Agreement;

Therefore, UPI and EIU agree to the following provisions:

1. Graduate assistants who teach credit classes in a department;
  - i. Will receive orientation to the program in which they teach;
  - ii. Will be provided with instruction in pedagogy;
  - iii. Will be supervised by a faculty member in the department;
  - iv. Will be evaluated in accordance with policies and procedures established by the department.
2. The University will notify the Union when a proposal is made to use graduate assistants to teach credit classes in departments that are not already using graduate assistants to teach credit courses (see list of current departments). The proposal to use graduate assistants may be initiated by the department, the college, or the Provost.
3. Prior to implementation, such proposed use in a department not currently using graduate assistants shall have received departmental approval as provided by the departmental governance procedures provided that such review occurs within sixty (60) days.
4. Final implementation shall require approval of the Provost. The decision to implement a proposal shall be subject to the grievance process in the collective bargaining agreement based on the procedures used to reach the decision.
5. Use of graduate assistants to teach credit courses in the Department of Biological Sciences is subject to the following:
  - i. Will not expand beyond eight sections per semester unless the Union is notified;
  - ii. May include annually contracted faculty in accordance with departmental policies and procedures;
  - iii. Will assign workload for participation in the program in accordance with the most recently approved "Faculty Assignment of Duties Guidelines".
6. The expanded use of graduate student teaching assistants will not result in involuntary ACF break in service or in involuntary reduction in load or a lay-off of a tenure track faculty.

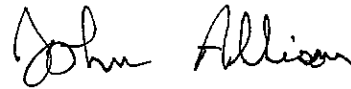
List of current departments referenced in (2):

1. Art
2. Biological Sciences
3. Chemistry
4. Communication Studies
5. Counseling and Student Development
6. English
7. Kinesiology and Sports Studies
8. Mathematics and Computer Science.



Dr. Blair Lord  
Provost and Vice President for Academic Affairs  
Eastern Illinois University

3-10-11  
Date



Dr. John Allison  
Chapter President  
UPI-EIU

3-10-11  
Date