

Memorandum of Agreement

This Memorandum of Agreement (“MOA”) is by and between the Board of Higher Education (“BHE”), acting through the Council of Presidents of the State Universities, and the Massachusetts Teachers Association/NEA (the “Association”), acting through the Massachusetts State College Association (collectively, the “Parties”).

WHEREAS, the BHE and Association are parties to a collective bargaining agreement;

WHEREAS, the Parties acknowledge that faculty have an important role in providing academic advising to students, as memorialized in Article XII of the Parties’ collective bargaining agreement, and that high-quality academic advising enhances student success both inside and outside the classroom;

WHEREAS, the Parties acknowledge that the evaluation process contained in Article VIII includes assessment of faculty in the area of academic advising; and

WHEREAS, the Parties acknowledge the need to implement as part of the evaluation of faculty a process for assessing faculty performance in the area of academic advising, including a way to incorporate student feedback on academic advising into the evaluation of a faculty member;

NOW, THEREFORE, in consideration of the foregoing premises and of the mutual covenants hereinafter set down, the Parties agree as follows:

1. The Parties shall create a taskforce composed of no more than six (6) members (three (3) representatives of the bargaining unit and three (3) administrative representatives) who shall work together to recommend a way to assess faculty performance in the area of academic advising relative to the evaluation process conducted in accordance with Article VIII. The taskforce’s work shall include an accessible list of duties of faculty academic advisors, and a recommendation regarding how to incorporate student feedback into the assessment of faculty in the area of academic advising. The recommendations of the taskforce shall be made to the Parties’ bargaining teams by February 1, 2026. The taskforce is permitted to call in experts to advise them on their work.
2. Following the receipt of the taskforce’s recommendations, the Parties shall engage in mid-term negotiations regarding a process for assessing faculty in the area of academic advising and the implementation of such a process into the evaluation of faculty, in accordance with Article VIII.
3. Should the Parties fail to reach an agreement on how to assess faculty performance in the area of academic advising relative to the evaluation of faculty within Article VIII, the existing language in the collective bargaining regarding the evaluation of faculty in the area of academic advising shall remain unchanged.

WHEREFORE, the Parties hereunder set their signs and seals as follows:

BOARD OF HIGHER EDUCATION

MASSACHUSETTS TEACHERS
ASSOCIATION/MSCA

By: _____

NAME, Chair

Council of Presidents

Date: _____

By: _____

NAME, Chair

MSCA Bargaining Team

Date: _____