

LCFA 2022 – 2025 Memorandum of Understanding

The Board of Trustees of Lewis and Clark Community College and the Lewis and Clark Community College Faculty Association agree to the following pilot program, The Teaching and Engagement Model (TEM) to be offered to faculty beginning in August, 2022. This program shall run initially between Fall 2022 and Spring 2025.

Teaching and Engagement Model (TEM).

Philosophy. TEM is grounded in an institutional philosophy to support faculty team members participating in teaching and engagement in order to build enrollment capacity.

It is understood that enrollment is a broader systemic concern across academia and that Lewis and Clark Community College must work collaboratively to build new opportunities for enrollment growth. Faculty are recognized as subject matter experts and therefore have the deepest level of knowledge and insight for program success. While faculty participating in the TEM are not required to develop or teach Blendflex, Hyflex, or Competency Based Education (CBE) courses, the TEM model may provide flexibility to consider alternate access pathways as a long-term strategy for program growth.

Participation and Development. The TEM model will continue to take shape over the three-year period of the contract. This enables real-time feedback to continually strengthen and improve the vitality and sustainability of the model. Participation in TEM is on a volunteer basis with the final determination to be made by administration. If selected, terms of participation must be agreed upon between the appropriate Academic Administrator and faculty member with established and

measurable benchmarks and expectations. Once terms between the faculty member and appropriate Academic Administrator are reached, faculty will be provided a list of agreed-upon expectations in writing. This document, which will help guide the faculty member's progress, will be provided to them within two weeks of reaching an agreement on benchmarks and expectations for their participation in the TEM model.

The parties believe that for the engagement process to be successful, TEM faculty team members must be provided the opportunity to work within their programmatic areas to develop and grow their programs. To provide the freedom that TEM faculty team members require for this purpose, the parties agree that there will not be a reduction in force of full-time TEM faculty members due to low enrollment or low program participation for the duration of the 2022-2025 collective bargaining agreement. This "hold harmless" provision shall not apply in disciplinary cases involving employee misconduct, nor shall it apply in areas of poor teaching performance. This "hold harmless" provision shall expire at the conclusion of the parties' 2022-2025 agreement.

Work Load. A critical component of TEM is an agreed-on ratio of teaching and engagement. The faculty teaching and engagement model (TEM) carries a standard expectation that faculty workload totals at least 37.5 hours per week.

Responsibilities. Review and/or evaluation of engagement responsibilities should occur periodically. If there is performance concern, the Vice President of Academic Affairs, Academic Dean and faculty member will agree on shifting the TEM balance. Ideally, any shift should only

occur at the end of each academic year or prior to the scheduling process for the following academic year.

Engagement is defined as involvement in non-instructional activities. Engagement may include but is not limited to:

1. Coordinated recruiting in collaboration with High School Partnerships and the Dean of Student Experience.
2. Coordinated Community engagement
3. Curriculum development, enhancement, or redesign. Faculty participating in TEM, do not qualify for additional compensation for curriculum development. TEM includes this engagement responsibility.
4. Program coordination and/or student advising.
5. Tutoring up to and including service in labs; Writing Desk, Math, etc., in coordination with Student Support Services.
6. Participation and engagement on mover teams to advance the aspirations outlined in the College Strategic Plan (2022-2025).

A faculty member, with approval by the College president, may be released to 100% engagement. This would be on a semester-by-semester basis.

Measurable Benchmarks and Expectations. While program growth is the overarching expectation, the faculty pilot cohort will work with the College President, the Vice President of Academic Affairs, and the Academic Deans to develop and formalize general benchmarks, expectations and metrics specific to individual programs.

Return to traditional workload model. Faculty may return to a normal teaching load model upon mutual agreement between the administration and faculty member.

Enrollment Definition. An Agreement between administration and faculty on an enrollment baseline shall be established annually. Enrollment growth metrics will be based on a unique definition including a combination of FTE credit and non-credit students. The baseline is defined by a new definition of enrollment to include factors in full-time enrollment, part-time enrollment, non-credit enrollment, and community education enrollment (FTE, PTE, *NCE, *CEE)

Due to tuition differentiation between credit and non-credit tuition, there should be a minimum number of credit hour students enrolled in a course or program. The proposed minimum is 75/25 balance (credit/noncredit). Program progress, course capacity, and student persistence shall be tracked annually over the course of the TEM participation.

Program Review. Programs are expected to demonstrate annual progress in building enrollment. If a program does not realize enrollment growth after three years, a formal review of program effectiveness and feasibility may occur. Reviews should occur annually per program review.

Extended Contracts. The TEM full-time “load” may be extended up to 10 months between June and July with agreement between the administration and faculty member. Compensation shall be 50% of 1/9 of the faculty annual base salary. For example, if the average salary is

\$81,000, the extended month compensation would be $(.50)*(\$81,000)/9 = \4450 . The number of extended agreements may be limited upon review and budget constraints.

This program shall run concurrent to the existing collective bargaining agreement and conclude in 2025, at which time the parties, by mutual agreement, can meet to discuss the future of the TEM model at Lewis and Clark.

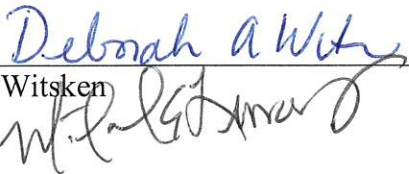
This Agreement shall be effective as of the 14th day of June, 2022, and shall remain in full force and effect until the completion of the 2025 summer session. It shall automatically be renewed from year to year unless either party shall notify the other in writing at least ninety (90) days prior to the end of the 2025 summer session, or at least ninety (90) days prior to the end of the summer session in any succeeding year.

IN WITNESS WHEREOF, the parties have hereunto set their hands this 14th day of June, 2022.

BOARD OF COMMUNITY COLLEGE DISTRICT 536
LEWIS AND CLARK COMMUNITY COLLEGE

By: 
Ken Trzaska

LEWIS AND CLARK COMMUNITY COLLEGE
FACULTY ASSOCIATION, IEA-NEA

By: 
Deb Witsken