

TENTATIVE AGREEMENT 8-14-20

Article 5- ANTI-DISCRIMINATION, DIVERSITY, AND INCLUSION

5.3 United Academics and the University recognize the value of diversity and inclusion among the faculty covered by this collective bargaining agreement. They further agree that the Board of Trustees Statement on Diversity (revised and adopted by the Board of Trustees: May 16, 2015) -is incorporated by reference to this Agreement. All members of the bargaining unit shall familiarize themselves with this Statement.

<http://www.uvm.edu/trustees/policymanual/VIII%20B%20%20Diversity.pdf>

5.4 United Academics and the University recognize that the recruitment and retention of faculty of color is a compelling institutional interest.

In a side letter attached to this Agreement, the parties address the issue of data requests and reports relating to this interest.

Side Letter to the contract: The parties will establish a pilot Working Group with two (2) representatives each from United Academics and University Administration to work together to create useful reports that pertain to the compelling institutional interest of recruiting and retaining faculty of color. For example, these reports may address such things as tenure attainment rate, years at rank for Associate Professors, 10-year attainment, and/or other data and information regarding the professional pipeline and pathways for faculty of color. Both sides will proceed in good faith, but failure to come to agreement on particular reports will neither be grievable nor an item for statutory impasse resolution.

The Working Group will begin work during the first week of the spring semester 2021 or within 30 days after ratification of the Agreement, whichever comes first. The Working Group will complete its work within 60 days of their first meeting."



1/28/21

For United Academics - date



For the Administration - date

As an addendum/modification to this TA, the parties have agreed that this working group will begin its work during the first week of the Fall semester 2021.