

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) between the University of New Mexico (UNM) and United Academics of the University of New Mexico (UA-UNM) is signed in acknowledgement that UNM will offer a temporary and voluntary reduction in full-time equivalency (TVR - FTE) for Spring 2022 for Unit 1 faculty.

### Purpose:

UA-UNM and the Administration seek to provide relief to Faculty from assigned workload duties through a *temporary and voluntary* reduction (TVR) in FTE and flexibility to dedicate time to family care and other personal responsibilities for reasons related to COVID-19.

### Eligibility Criteria:

Full-time tenure-track/tenured and lecturer faculty on all UNM campuses meeting one or more of the following criteria associated with the COVID-19 virus during Spring 2022:

- Diagnosed with COVID-19 and needing additional time to recover,
- Caring for a family or household member diagnosed with COVID-19 who needs additional support for recovery,
- Supporting a child, under the age of 19, with remote K-12 learning, and/or,
- Caring for a child whose place of care is closed

Bargaining unit members, with approval from their department chair/program director and dean, may receive a one-course reduction, equivalent to three teaching load units, with a 10% compensation reduction for each month of the Spring 2022 semester.

Priority will be given to bargaining unit members who have no other release time or workload reductions for Spring 2022.

For additional support, see UA-UNM and Administration's agreement for Additional COVID Leave <https://app.smartsheet.com/b/form/5ff2c35f4a074a2baec75ddcc7159281> , which allows for additional sick leave for bargaining unit members impacted by COVID-19.

### Procedure:

Bargaining unit members contemplating a TVR in FTE request are strongly encouraged to consult with UNM HR Benefits at [hrbenefits@unm.edu](mailto:hrbenefits@unm.edu) to discuss impact to benefits and premiums.

Eligible bargaining unit members must acknowledge that the TVR in FTE may impact their timeline toward eligibility for sabbatical leave. Eligible bargaining unit members must initiate the TVR in FTE request and submit it directly to their department chair/program director and dean no later than 5:00 PM on Friday, October 15, 2021. Faculty will be notified by Monday, November 1, 2021, if their request has been approved or denied for the Spring 2022 semester.



James P. Holloway  
Provost/Executive Vice President  
University of New Mexico  
Date: 9/28/2021



Ernesto Longa  
President  
United Academics of the University of New Mexico  
Date 09/28/2021