



AAUP@FHSU

## “What is the MOA?”

“MOA” is an abbreviation of the title *Memorandum of Agreement*, the title of the employment contract – your employment contract – between the FHSU Chapter of AAUP (the recognized bargaining unit of FHSU Faculty which negotiates the contract on your behalf) and the FHSU Administration. Some people (including administrators) incorrectly refer to the MOA as a “memorandum of understanding” or “MOU,” but the MOA is much more than an understanding, it is a legally binding document that details the duties of Faculty and Administration under the contract and their respective rights. The *FHSU/AAUP Memorandum of Agreement* includes detailed definitions of key employment terms, such as workload, and outlines the procedures for tenure, promotion, the filing of grievances, and, not coincidentally, the process for reducing the faculty workforce when the university encounters financial exigencies. Each of these sections of the MOA are conveniently listed in its table of contents, and the definitions and procedures delineated in the MOA are the foundation of faculty employment at FHSU. All faculty sign a *Letter of Appointment*, but the MOA is the negotiated and legally binding contract that governs faculty employment and is central to shared governance at FHSU.