



AAUP@FHSU

“Why is the MOA important?”

“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 that negotiates the contract on behalf of all full-time teaching faculty) and the FHSU Administration. Some people (including administrators) may 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 and respective rights of Faculty and Administration under that contract. 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.

Knowing the importance of the MOA factors into the second part of the September question: **“Why should I want to become a registered member of the FHSU Chapter of the American Association of University Professors (FHSU-AAUP)?”** Registered Chapter Members are also recognized by the national AAUP organization, which offers members a variety of benefits and discounts that can be viewed here: <https://www.aaup.org/membership/benefits>. At the chapter level, by becoming a registered FHSU-AAUP Chapter Member, faculty have the power of their vote to disapprove or approve each negotiated item, and all additions, revisions, or removals of any negotiated sections of the MOA must be agreed by the voting members of the bargaining unit to be included in that contractual document. Although the MOA is negotiated for faculty salaries every year, only every three years will the entire document be open for negotiations, and 2022 is that third year. Accordingly, soon your FHSU-AAUP team will be actively negotiating critical sections of the MOA that will have direct impact on the terms of employment for all members of the bargaining unit. While it is true that all full-time teaching faculty are recognized by FHSU and the State of Kansas as *unit members* and thus protected by the MOA, only faculty who are registered members of the FHSU-AAUP Chapter may vote on the MOA items agreed during negotiations.