BHE Bargaining Proposals

June 21, 2021

**Housekeeping and Quality Proposals**

Once again, the proposals are broken down into housekeeping and quality proposals. The one housekeeping proposal seeks to provide further consistency in the contract, as it concerns a matter about which there is already an existing understanding and a practice. The quality proposals concern the overall quality of the academic experience and relate primarily to evaluations and recruitment.

*Housekeeping*

Article XII, Article XII-A Clarifying the existing, understood academic year at MMA, with the inclusion of a sea term; the current language is out of date with respect to the timing of sea term and its impact on the academic calendar.

*Quality*

Article XX Acknowledging the priority of recruitment efforts and the commitment of a candidate to completion of their terminal degree, and the ability to take action should such commitments not be met.

Article VIII Defining language in the contract to ensure transparency between the parties regarding information related to evaluations.

Article VIII Acknowledging a commitment to collaboration between deans and department chairs, and providing a structure for formative feedback regarding performance and discussion of shared goals.