

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter referred to as the “MOU”) is made and entered into by the University of the Arts administration, (hereinafter referred to as the “Administration”), and the United Academics of Philadelphia, (herein after referred to as the “Union”). The Administration and the Union will herein be referred to as the “Parties.”

WHEREAS, both parties are committed to pursuing an equitable workplace;

NOW THEREFORE, intending to be legally bound hereby, the Parties agree as follows:

1. Full-time teaching loads currently measured in contact hours will be converted to a per credit system effective beginning Fall 2024.
2. Full-time faculty teaching loads are 18 credits per year and 9 credits per semester.
3. In consideration of the transition from a contact hour to a credit hour system of compensation, the following is effective beginning Fall 2024:
 - a. Studio courses in the School of Dance that are 1.5 credits ~~but~~ and that meet for 45 contact hours per semester (i.e., 3 hours of class time per week) shall count as 2 credits for part-time faculty pay. For full-time faculty, these same courses shall count as 2 credits toward their full-time teaching load.
 - b. Studio courses in the School of Dance that are 3 credits and that meet for 90 contact hours per semester (i.e., 6 hours of class time per week) shall count as 4 credits for part-time faculty pay. For full-time faculty these same courses shall count as 4 credits toward their full-time teaching load.
4. For purposes of determining full-time faculty workload and credit hours for part-time faculty, the following nonstandard courses shall be counted using the equivalencies stated below:
 - a. Course sections of MUPF 564 that are 1.0 credit and 30 contact hours per semester shall count as 1.33 credits for part-time faculty pay. For full-time faculty these same courses shall count as 1.33 credits toward their full-time teaching load.

- b. The course MUPF 572, which is 1.0 credit and 60 contact hours per semester, shall count as 2.67 credits for part-time faculty pay. For full-time faculty these same courses shall count as 2.67 credits toward their full-time teaching load
 - c. The course MUPF 574, which is 1.0 credit and 60 contact hours per semester, shall count as 2.67 credits for part-time faculty pay. For full-time faculty these same courses shall count as 2.67 credits toward their full-time teaching load.
- 5. For purposes of determining full-time teaching loads for full-time faculty assigned to teach lessons, the following will apply:
 - a. For 1.5 credit lessons, each student taught counts as .33 credits towards full-time faculty teaching load.
 - b. For 3 credit lessons, each student taught counts as .67 credits towards full-time faculty teaching load.