

MOU Equity Inclusion CBA Language  
March 18, 2021

This MOU is to recognize the additional language set forth below as part of Article T11 and N11 of the Collective Bargaining Agreement . Beginning January 1, 2021 this language will also be considered in the annual evaluation process for all BUFM faculty.

Article T11 – Annual Evaluation

T11.3.1.1 Essential teaching-related behaviors include...

*j. teaching practices that are current with standards for equity and inclusion (e.g. active recruitment of historically under-represented students for transformative learning opportunities such as labs, internships, or the integration into course curriculum scholarship or research that focuses upon or is produced by historically under-represented individuals.)*

T11.3.2.2 Expected Service

Engagement

- *Regular and active participation in: student led events/programs, student-oriented events/programs, events/programs for historically under-represented groups*
- *Engaging in professional development trainings that enhance pedagogical and student development skills, including equity and inclusion training*

Leadership

- *Mentorship of at-risk or historically-underrepresented students*
- *Leadership service in professional organizations that focus upon historically under-represented groups or that focus on the promotion of equity and inclusion*

Article N11 – Annual Evaluation

N11.3.1.1 Essential teaching-related behaviors include...

*j. teaching practices that are current with standards for equity and inclusion (e.g. active recruitment of historically under-represented students for transformative learning opportunities like labs, internships, integration into course curriculum scholarship or research that focuses upon or is produced by historically under-represented individuals, etc.)*

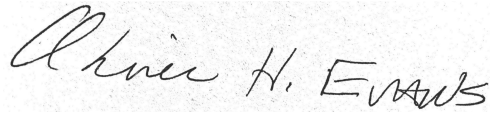
N11.3.2.2.1 ... examples of activities that count toward “significant service”.

- *Regular and active participation in: student led events/programs, student-oriented events/programs, events/programs for historically under-represented groups*
- *Engaging in professional development trainings that enhance pedagogical and student development skills, including equity and inclusion training*
- *Mentorship of at-risk or historically-underrepresented students*
- *Leadership service in professional organizations that focus upon historically under-represented groups or that focus on the promotion of equity and inclusion*



---

Noeleen McIlvenna, President  
AAUP-WSU



---

Oliver H. Evans, Interim Provost  
Wright State University



---

Gretchen L. McNamara, Chief Negotiator  
AAUP-WSU



---

La Fleur S. Small, Vice Provost for Faculty  
Affairs, Wright State University