

MEMORANDUM OF AGREEMENT

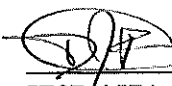
Faculty Research & Consulting Policy

The Federation of Technical College Teachers (FTCT) and the Board of Regents for Higher Education (Board) are parties to a collective bargaining agreement (CBA). The CBA has been extended on two occasions by virtue of agreements between the state of Connecticut and the State Bargaining Agent Coalition (SEBAC). This Agreement serves to clarify language and processes pertaining to outside consulting and research by bargaining unit members.

The parties agree to the following terms:

1. Full-time faculty members shall submit the form "BOARD OF REGENTS FOR HIGHER EDUCATION Connecticut Community Colleges Compliance Form"¹ before they engage in outside consulting or research activities outside the scope of their employment with the Board. Said form will be submitted within a reasonable amount of time from the date the faculty member learns of the outside employment to allow for review of the form prior to the consulting or research engagement.
2. The President or his/her designee will notify the faculty member, in writing, within 10 calendar days of submission informing faculty member if the consulting/ research work is in compliance or not in compliance. Reasons shall be listed for any form returned as "out of compliance."
3. A faculty member may appeal, in writing, to Laurie Dunn, Interim Vice President of Human Resources (Dunn) within 10 calendar days upon receiving written notice that the outside work was not in compliance.
4. The faculty member shall receive a written response from Dunn within 10 calendar days stating the reasons for her decision.
5. Should the faculty member disagree with Dunn's decision, the matter will be submitted to the Office of State Ethics within 10 calendar days from the day the faculty member receives Dunn's response. Dunn may elect to submit the matter directly to the Office of State Ethics for its opinion. This election by Dunn would satisfy her obligation to respond as stated in paragraph #4.
6. The determination by the Office of State Ethics shall be final and not subject to the grievance procedure.
7. The FTCT and the Board agree that the aforementioned application and appeal process will be outlined on the document to be submitted by any faculty member seeking to engage in outside research or consulting work.
8. The FTCT shall withdraw its Complaint with the State Board of Labor Relations SPP # 30, 864 without prejudice.

Laurie A. Dunn 6/17/14
Board of Regents, Date

 6/17/14
FTCT, AFT Local 1942, Date

¹ The document is subject to revision in accordance with paragraph 7 of this Memorandum of Agreement.