

**MEMORANDUM OF AGREEMENT BETWEEN
THE BOARD OF REGENTS FOR HIGHER EDUCATION,
CONGRESS OF CONNECTICUT COMMUNITY COLLEGES - SEIU 1973,
AFSCME LOCAL 2480, and the
FEDERATION OF TECHNICAL COLLEGE TEACHERS**

The parties to this Memorandum of Agreement (hereinafter “MOA”), the Board of Regents for Higher Education (hereinafter “Board”), Office of Diversity, Equity, and Inclusion, the Congress of Connecticut Community Colleges (hereinafter the “Congress”), AFSCME, Local 2480, Council 4 (hereinafter “AFSCME”) and the Federation of Technical College Teachers (hereinafter “AFT”), collectively (“Unions”) agree as follows:

HISTORY OF THE MINORITY FELLOWSHIP PROGRAM

The Minority Fellowship Program (MFP) (re-named The Mosaic Fellowship Program) was a mentorship program designed for people of color who were new or newly hired (especially part-timers) into the system and who aspired to a career in higher education. The larger idea was to build a group of candidates of color who may be recruited for full-time employment within the community college system. Some candidates were in the 2nd year of a graduate program and hoped to teach at one of the campuses following the completion of their degrees. The fellowship program was designed to support one fellow at each community college campus for a total of 12 fellows.

PROPOSED MISSIONS/VISIONS

The revitalized MFP can expand its scope to effectively engage people of color within several sectors of CSCC. The proposed mission and/or vision can be extracted from the following:

- The Mosaic Fellowship Program (formerly The Minority Fellowship Program) is designed to attract and retain professionals of color to the CSCC system by offering mentor opportunities and professional development. [NOTE: It is important to note that this program has been renamed to negate the pejorative term *minority*.]
- The Mosaic Fellowship Program is a way to create a pool of qualified candidates for positions within CT State Community College.
- To hire, sustain, and promote people of color within CT State Community College.
- To support and advance professional development opportunities for faculty and staff of color within the community college system.

OVERVIEW OF THE NEW MOSAIC FELLOWSHIP PROGRAM

The new version of the fellowship program is an experiential program with external and internal fellows. The external fellows are those not currently employed by CSCC, while internal fellows are selected from those who are employed by CSCC. There shall be two types of fellowships: administrative (staff, supervisors, managers) and faculty (full-time and part-time). Mosaic Fellowship Program shall be administered under the CSCC Office of Diversity, Equity, and

Inclusion.

Prospective fellows shall complete an application, where they can note their area of interest. Fellows shall be matched with mentors from within the community college system.

Fellowship mentors will agree to an academic year time commitment and will be required to complete training. Each campus commits to providing mentors in department and/or discipline areas to ensure that the fellow can shadow those in positions based on their area of interest. Mentors can also come from another campus if the fellow's area of study is not available on their home campus.

Fellows and mentors shall be provided a stipend for participation.

TIMELINES

The MFP shall be a one academic year commitment.

FUND ALLOCATIONS

Although the Mosaic Fellowship Program has been inactive for several years, the annual set aside funds continued to accrue from Congress, AFT, and AFSCME. Early financial considerations include:

- Fellowship awards support fellows as they work on the project central to their fellowship area of study.
- Fellowship mentors shall receive a stipend for working with mentors.
- For current faculty whose faculty fellowships require a course release, funds can offset the cost of hiring adjuncts to teach one of their courses.
- MFP funds shall support the administration of the MFP.
- The source of Mosaic Fellowship Funding shall remain the annual Minority Fellowship set-aside for Collective Bargaining Contract funds, which shall reside in the Congress, AFT, and AFSCME equity/grievance accounts on a proportional full-time headcount basis. Only MFP set-aside funds shall be utilized for the program. CBA monies set aside for grievance/equity accounts shall not be utilized for MFP program.
- Parties shall agree a full accounting of any monies beginning with the last contract that have been set aside for MFP
- Moving forward MFP monies have their own fund and shall not be co-mingled with any other union account
- Decisions regarding disposition of accumulated MFP funds shall be made by mutual agreement only.

MFP WORKING COMMITTEE

To support the administration of the MFP, a MFP Working Committee shall be formed consisting of faculty and CCP bargaining unit members. The Working Committee shall support and report to the CSCC Office of Diversity, Equity and Inclusion.

MFP WORKING COMMITTEE CHARGE

1. Plan, implement, and evaluate Mosaic Fellowship Program
2. Serve in an advisory capacity for the development of a comprehensive DEI development system for faculty, staff, and organizational leader. This includes helping to identify data to be used as baseline for those programs.

COMMITTEE MEMBERSHIP / WORKLOAD RELEASE

MFP Working Committee shall include 4-7 bargaining unit members from AFSCME, 4Cs and AFT. The membership of the working committee should be roughly proportional to the size of each bargaining unit. Up to 2 Faculty members of the working committee (1 4Cs, 1 AFT) shall receive up to 3-credits release time per semester. Up to 4 Faculty members (up to 3 4Cs, up to 1 AFT) shall receive or up to 4 hours AR credit. CCP members of the working committee shall receive up to 4 hours release time from their workload per week. Committee members must make a 1-year commitment to serve on the MFP Working Committee. Bargaining units are responsible for selecting and assigning members to the working committee. If a bargaining unit has not recruited a member to serve on the committee they may agree to allow a representative from a different bargaining unit to serve in that slot on a time-limited basis.

DJB

8/29/22

Dennis Bogusky, President, Federation of Technical College Teachers	Date
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Seth Freeman

8/25/22

Seth Freeman, President, Congress of Connecticut Community Colleges	Date
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Lawrence Salay

03/21/2022

Lawrence R, Salay, President, AFSCME Local 2480	Date
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Kimberly James

3/18/22

Kimberly James, Interim VP, Office of Diversity, Equity, and Inclusion	Date
Connecticut State Community College/Connecticut State Colleges and Universities	

Terrence Cheng

**Terrence Cheng, President, Board of Regents for Higher Education
Connecticut State Colleges and Universities**

3/18/22

Date