

## Memorandum of Understanding (MOU)

### Multifactor Authentication

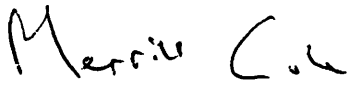
The University Professionals of Illinois (UPI) and the Administration agree to the following provisions regarding the provision of devices to enable Multifactor Authentication (MFA):

In the spirit of Article 9.1 of the Collective Bargaining Agreement (CBA), the University agrees to provide upon request by any bargaining unit member a device to conduct MFA as required. In order to provide sufficient time for fulfillment, the request should be made at least ten business days in advance of the date of need. In the event such a device is provided, the University reserves the right to require the device's return if it determines said device is not being utilized by the bargaining unit member for MFA or if the bargaining unit member is also utilizing a personal device.

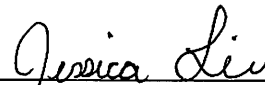
Alternatively, bargaining unit members may voluntarily utilize their own devices to conduct MFA.

This MOU will remain in effect until the end of the existing Collective Bargaining Agreement. The Administration agrees to consider in good faith an extension of this MOU thereafter, subject to its review of MFA utilization and alternatives.

The above Memorandum of Agreement has been agreed upon by parties on the following dates:



Dr. Merrill Cole,  
UPI President



Dr. Jessica Lin,  
Associate Provost/Contract Negotiator

Office of Provost  
Received

JAN 20 2026

Western Illinois University