

**MEMORANDUM OF UNDERSTANDING BETWEEN  
NORTHERN MICHIGAN UNIVERSITY  
AND THE  
AMERICAN ASSOCIATION of UNIVERSITY PROFESSORS (AAUP)  
2017  
NORTHERN MICHIGAN UNIVERSITY  
Contingent Faculty Seniority & Teaching Assignments**

This Memorandum of Understanding executed between Northern Michigan University Board of Trustees (hereinafter referred to as the Board), and the Northern Michigan University Chapter of the American Association of University Professors (hereinafter referred to as the Association).

1.1.9 (Partial)

As specified in this Agreement and relevant bylaws, Faculty with appointments in a department shall be members of that department and will conduct business and make recommendation to the department head. Contingent Faculty with previous assignments (seniority) in a department shall be considered members of that department only for the assignment of courses as specified in 5.3.5 and 6.8.3.

5.3.5 (Partial)

Course assignments will be made to qualified contingent faculty in order of seniority according to the procedure described in 6.8.3, after consultation with the faculty. Contingent faculty who choose to be considered for a course assignment during the upcoming academic year (Fall, Winter, Summer) must submit a written request to the department head in the department(s) in which they have accrued seniority by April 1 of the current academic year. Late requests may be accepted at the discretion of the department head.

Qualifications will be determined by the department head, any applicable Bylaw provision, or an approved qualification list if one exists. Seniority is based in order of priority on 1) number of semesters taught, 2) rank, 3) terminal degree, and 4) number of years since earning highest degree.

Contingent faculty accrue seniority independently in each department in which they teach.

6.8.3 Priority for additional assignments shall be given in the following order to qualified

- a) Term, Expiring Term, Continuing Contract Status
- b) Tenure-earning/tenured faculty
- c) Contingent faculty with seniority in the department of hire and for whom any of the following apply:
  1. is a contingent faculty member during the academic sessions defined as the fall session, winter session, or either of the two summer sessions immediately preceding the session in which the course(s) is offered;
  2. has not had an assignment as a contingent faculty member for up to six (6) previous sessions, as defined in c1 above, because there were none available;

3. has not had an assignment as a contingent faculty member for up to three (3) previous sessions, as defined in c1 above, because they declined an offered course

d) Adjunct

for all additional teaching assignments offered during the academic year. Provided that:

1. The general provisions of 6.8.1 are observed and
2. The appointment of contingent faculty observe the provisions of 5.3.5



Brent Graves, AAUP President

7/20/17  
Date



Kerri Schuiling, Provost & Vice President for Academic Affairs

6/25/17  
Date



Lesley Putman, AAUP Contract Officer

June 16, 2017  
Date



Gavin Leach, Vice President for Finance & Administration

6-30-2017  
Date