

**MEMORANDUM OF UNDERSTANDING BETWEEN  
NORTHERN MICHIGAN UNIVERSITY  
AND THE  
AMERICAN ASSOCIATION of UNIVERSITY PROFESSORS (AAUP)  
2022  
NORTHERN MICHIGAN UNIVERSITY**

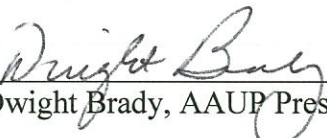
***Mutual Request for Associate Professor Formal Evaluation***

This Memorandum of Understanding executed between Northern Michigan University Board of Trustees and the Northern Michigan University Chapter of the American Association of University Professors agree to add language to the Master Agreement as follows:

5.4.1

a. For Tenured Professors and Continuing Contract Status faculty at the rank of Professor, or tenured and Continuing Contract faculty at the rank of Associate Professor, one or more annual evaluations prior to the scheduled five (5) or two (2) year review may be required upon mutual request of the departmental evaluation committee and the department head. Such a request shall be non-grievable.

Tenured or Continuing Contract Status faculty at the rank of Professor or tenured and Continuing Contract faculty at the rank of Associate Professor, for whom additional evaluations are requested must show demonstrable success in achieving accomplishments appropriate for their current rank as required by this Agreement and their department bylaws. The department evaluation committee, the department head, and dean shall determine whether the faculty member met the criteria. Once these entities have mutually agreed that the faculty member achieves the criteria, the faculty member will resume the five (5) year cycle or have the option to resume a two (2) year evaluation cycle, as appropriate depending on rank.

  
Dwight Brady, AAUP President

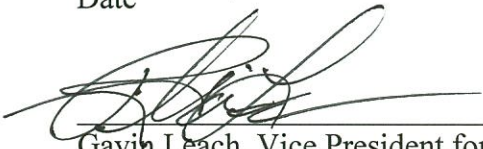
3-22-22  
Date

  
Gabe Logan, AAUP Contract Officer

March 22, 2022  
Date

  
Dale Kapla, Interim Provost & Vice President for Academic Affairs

3/22/2022  
Date

  
Gavin Leach, Vice President for Finance & Administration

03.25.2022  
Date