

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

Mutual Request for First Consideration and Serious Consideration Defined

This Memorandum of Understanding is executed between Northern Michigan University Board of Trustees and the Northern Michigan University Chapter of the American Association of University Professors. The Parties agree to add language to the Master Agreement 5.1.1.b in order to define “first consideration” and “serious consideration.”

5.1.1 Initial Faculty Appointments

There shall be four (4) types of initial faculty appointments:

a. Tenure-earning appointments are subject to the University tenure policy in Section 5.5. Faculty with these appointments have a probationary status.

b. Term appointments shall normally be made for two (2) or three (3) years subject to satisfactory evaluation. Term appointments for less than two (2) years may be made for such reasons as late resignation, illness of regular faculty, enrollment requirements, program demands, or replacements for leaves of absence and sabbatical leaves.

- i. If appointed as the result of a national search, persons employed on Term appointments shall be given first consideration for newly authorized Term appointments, provided that they meet the qualifications specified for the position and have had satisfactory annual evaluations.
- ii. **When a term faculty member eligible for first consideration has a position description that matches that of the newly authorized position, the newly authorized appointment will be offered to the faculty member currently in the position prior to conducting a search. If the faculty member rejects the offer, a search may be conducted.**
- iii. **When a term faculty member eligible for first consideration does not have the same position description as the newly authorized appointment, the faculty member eligible for first consideration will be offered an interview prior to soliciting applications from other candidates.**
 - a. **Candidates eligible for first consideration will usually be interviewed within three weeks after the current instructor(s) is/are notified about the authorized position.**
 - b. **If the position is offered to the current term faculty member, and the offer is accepted, the position is considered filled. A search may be conducted if the candidate rejects the offer, or if the position is not offered to the current term**

faculty member. The current term faculty member will be given the opportunity to be placed in the final applicant pool for consideration.

- c. When an applicant entitled to first consideration and another applicant are equally qualified, preference will be given to the first consideration applicant.
- iv. When two or more applicants are entitled to first consideration, and are equally qualified, seniority in the hiring department based on the 7.11.1 calculations shall govern.

For newly authorized Term appointments for less than two (2) years, contingent faculty will be given serious consideration after current Term faculty, provided they meet the qualifications specified for the position and have had satisfactory annual evaluations. Persons on two (2) year Term or on three (3) year Term appointments who already hold the appropriate terminal degree shall be given serious consideration for new tenure-earning positions, provided they meet the qualifications specified for the position and have had satisfactory annual evaluations.

- i. Serious consideration in these cases means the internal candidate(s) who meet the position qualifications and who have satisfactory annual evaluations will be placed in the first round of screening interviews.
- ii. When an applicant entitled to serious consideration and another applicant are equally qualified, the applicant entitled to serious consideration shall be given preference.
- iii. When two or more applicants are entitled to serious consideration and are equally qualified, seniority in the hiring department based on 7.11.1 calculations shall govern.


c. Tenured appointments

d. Contingent appointments


Rick Mengyan, AAUP President


Date


Dale Kapla, Interim Provost & Vice President for Academic Affairs


Date


Gabe Logan, AAUP Contract Officer


Date


Gavin Leach, Vice President for Finance & Administration


Date