

**MEMORANDUM OF UNDERSTANDING BETWEEN  
NORTHERN MICHIGAN UNIVERSITY  
AND THE  
AMERICAN ASSOCIATION of UNIVERSITY PROFESSORS (AAUP)  
2023  
NORTHERN MICHIGAN UNIVERSITY  
Wellbeing Advisory Council**

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).

Article 9.2.1.1 of the 2021-2026 Master Agreement states the following:


*The Employer may withhold \$2.50 per covered employee per year to help fund wellness activities of the Wellness Committee. The University also agrees to contribute \$2.50 per covered employee per year for this purpose.*

*The Wellness Committee will consider and discuss various health care issues and concerns.*

Recent Wellbeing efforts have consisted of a comprehensive review of long-standing policies and practices. A review of the current Wellness Committee resulted in a recommendation to create a Wellbeing Advisory Council. This change better reflects the intent of our Wellbeing efforts, which includes collaboration and input from all facets of the university and community.

Thus, the proposed new language is:

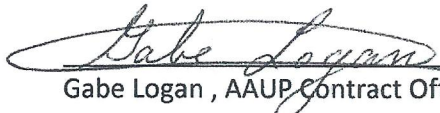
*There will be a Wellbeing Advisory Council that will consider and discuss various issues and opportunities related to Wellbeing.*

  
Rick Mengyan, AAUP President

11 Oct 2023  
Date

  
Dale Kapla, Interim Provost & Vice President for Academic Affairs

10/12/2023  
Date

  
Gabe Logan, AAUP Contract Officer

10.11.23  
Date

  
Gavin Leach, Vice President for Finance & Administration

10.11.2023  
Date