

**MEMORANDUM OF UNDERSTANDING BETWEEN  
NORTHERN MICHIGAN UNIVERSITY  
AND THE  
AMERICAN ASSOCIATION of UNIVERSITY PROFESSORS/American Federation of Teachers  
(AAUP/AFT)  
NORTHERN MICHIGAN UNIVERSITY  
Formal Tenure and Promotion and Continuing Contract Materials Due Date**


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/American Federation of Teachers, (hereinafter referred to as the Association).

Article 5.5.9.1 of the 2021-2026 Master Agreement states the following:  
November 8: Recommendations of the departmental evaluation committee and department head shall be forwarded to the CAC independently. If either one of them is positive the CAC will review the application. If neither is positive, the CAC will not review the application unless the faculty member appeals. Material forwarded shall consist of Parts I-IV. Part V is signed only by the faculty member at this time.

Some faculty members emailed their promotion and/or tenure, or Continuing Contract Status materials to the FRC website after November 8. They have argued the precise due date is not identified. By affixing the faculty ~~material~~ **material** submission date to November 8, the Master Agreement precisely identifies the due date and ensures a timely review.

Thus, the proposed new language is:

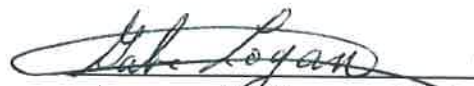
November 8: Recommendations of the departmental evaluation committee and department head shall be forwarded to the CAC independently. If either one of them is positive the CAC will review the application. If neither is positive, the CAC will not review the application unless the faculty member appeals. Material forwarded shall consist of Parts I-IV. Part V is signed only by the faculty member at this time. **In addition, and consistent with 5.4.6.6.b, the applicant must email an electronic copy of their promotion and/or tenure or Continuing Contract Status materials (Parts I, II and Appendix) to [frc@nmu.edu](mailto:frc@nmu.edu).**

  
Rick Mengyan, AAUP President

  
Dale Kapla, Interim Provost & Vice President for Academic Affairs

23 Jan 2024  
Date

1/23/2023  
Date

  
Gabe Logan, AAUP Contract Officer

  
Gavin Leach, Vice President for Finance & Administration

1.23.24  
Date

02.05.2024  
Date