MEMORANDUM OF UNDERSTANDING BETWEEN
NORTHERN MICHIGAN UNIVERSITY
AND THE
AMERICAN ASSOCIATION of UNIVERSITY PROFESSORS/American Federation of Teachers
(AAUP/AFT)
2024
NORTHERN MICHIGAN UNIVERSITY

Advance Tenure and Promotion Application Submission Date, to the CACs from November 8 to November 1 in Master Agreement

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:

October 1: Faculty applications for tenure or promotion shall be forwarded to the department evaluation committee and department head.

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 and electronic copy of their promotion and /or tenure or Continuing Contract Status materials (Parts I, II, and Appendix) to frc@nmu.edu

December 8: CAC's positive recommendations for tenure or promotion shall be submitted to the dean.

January 22: The dean shall submit the dean's positive recommendations for tenure or promotion to the FRC.

March 8: The FRC shall forward its positive recommendations for tenure or promotion to the PVPAA. This shall become Part IX of the evaluation.

April 8: The PVPAA shall forward recommendations for tenure or promotion to the Board of Trustees.

The CAC Chairs correctly point out the time pinch to schedule meetings and review the tenure and promotion (T&P) applications between 11/8 and 12/8, especially with the week-long Thanksgiving holiday, where in the past this was a two-day break.

We propose a T&P due date change from the current date, November 8, to November 1. This would still give the department evaluation committees and department heads a month to complete their reviews. Likewise, it would allow the CACs an additional week, thus allowing for a full four working weeks to complete the reviews. Both CAC chairs, their members, and Deans Lubig and Winn support this change. Thus, the proposed new language is:

Article 5.5.9.1, would read:

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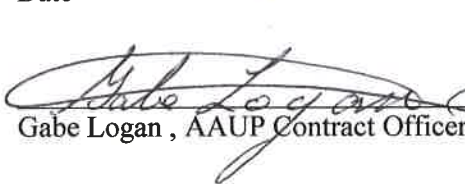
April 8: The PVPAA shall forward recommendations for tenure or promotion to the Board of Trustees.

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Rick Mengyan, AAUP President

4 Mar 2024
_____
Date

_____
Gabe Logan , AAUP Contract Officer

3. 1. 24
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Date

_____
Dale Kapla, Interim Provost & Vice President for Academic Affairs

2/22/2024
_____
Date

_____
Gavin Leach, Vice President for Finance & Administration

03.04.2024
_____
Date