MEMORANDUM OF UNDERSTANDING

WHEREAS, the Bowling Green State University (the "University") and the Bowling Green State University Faculty Association-American Association of University Professors ("BGSU-FA") (the University and the BGSU-FA are sometimes herein after referred to as the "Parties") have entered into a Collective Bargaining Agreement effective May 1, 2013;

WHEREAS, Section 5.3.1.1. of Article 14 of the Collective Bargaining Agreement ("Reappointment, Tenure and Promotion") states in pertinent part: "Instructors are eligible to be promoted to Lecturer after six years of experience as a full-time faculty member at BGSU;" and

WHEREAS, Section 5.3.1.2. of Article 14 of the Collective Bargaining Agreement ("Reappointment, Tenure and Promotion") states in pertinent part: "Lecturers are eligible to be promoted to Senior Lecturer typically after six years of experience as a Lecturer at BGSU;" and

WHEREAS, a question arose with respect to the above-referenced language of Section 5.3.1.1. if an instructor could apply for promotion to Lecturer in his or her sixth year of full-time employment as a faculty member, and if granted, such promotion would take effect in the seventh year, thus, as provided in the above-referenced language, that individual’s promotion would occur "after six years of experience" prior to receiving the promotion, or whether the above-referenced language meant that an Instructor must complete six years of service before applying for promotion; and

WHEREAS, a question arose with respect to the above-referenced language of Section 5.3.1.2. if a Lecturer could apply for promotion to Senior Lecturer in his or her sixth year of experience as Lecturer, and if granted, such promotion would take effect in the academic year following that individual’s completed sixth year of employment as a Lecturer, thus, as provided in the above-referenced language, that individual’s promotion would occur "after six years of experience" prior to receiving the promotion, or whether the above-referenced language meant that a Lecturer must complete six years of service as a Lecturer before applying for promotion; and

WHEREAS, the Parties have agreed that in each instance above, the former interpretation is correct;

NOW, THEREFORE, the University and the BGSU-FA agree as follows:

1. An Instructor may apply, during that individual’s sixth year of full-time employment as a faculty member, for promotion to Lecturer, and if successful, such promotion shall be effective beginning with such faculty member’s seventh year of full-time faculty employment.

2. A Lecturer may apply, during that individual’s sixth year of full-time employment as a Lecturer, for promotion to Senior Lecturer, and if successful, such promotion shall be effective beginning with the academic year following that individual’s completed sixth year of employment as a Lecturer.
3. This Memorandum of Understanding applies only to those individuals who have in fact timely applied for promotion to Lecturer or Senior Lecturer, as the case may be, beginning with the 2014-15 academic year, and thereafter.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Understanding to be made effective this ___ day of December, 2014, retroactive to the beginning of the 2014-15 academic year.

[Signatures]

Witness

BOWLING GREEN STATE UNIVERSITY

By:

[Signatures]

Bowling Green State University
Faculty Association – American Association of University Professors

By:

[Signatures]

GL111-001/MOU's/Promotion Instruc. to Lecturer & Lect. To Sr. Lect.