MEMORANDUM OF UNDERSTANDING
REGARDING RTP POLICIES AND PROMOTION TO FULL PROFESSOR FOR THE
SCHOOL OF EARTH, ENVIRONMENT, AND SOCIETY

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 collectively referred to herein as the
“Parties”) have entered into a Collective Bargaining Agreement (“CBA”) effective May 1, 2013,
and are in the process of ratifying a successor agreement;

WHEREAS, the University has required all departments/schools to submit new
Reappointment, Tenure, and Promotion (“RTP”) policies to the Provost;

WHEREAS, on February 29, 2016, the Parties signed a Memorandum of Understanding
allowing bargaining unit faculty to apply for promotion from associate to full professor under the
RTP policy then-in place or the new RTP policy being submitted to the Provost;

WHEREAS, the School of Earth, Environment, and Society (“SEES”) had its new RTP
policy approved by the Provost in August 2015 (the “New RTP Policy”);

WHEREAS, the Parties wish for the associate professors in SEES to have the same
opportunity to elect to seek promotion under the earlier policy as other bargaining unit members;

WHEREAS, the Parties agree that promotion from all other ranks is governed by the
CBA;

WHEREAS, the Parties have resolved their dispute regarding RTP policies as applies to
promotion from association to full professor in SEES as set forth herein;

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

1. Bargaining unit faculty in SEES applying for promotion from associate to full professor shall
have the option to elect to apply for promotion under the SEES RTP policy in place prior to
August 2015 (the “Old RTP Policy”).

2. SEES bargaining unit faculty currently holding the rank of associate professor and who
intend to apply for promotion under SEES’ New RTP Policy must elect whether SEES’ Old RTP
Policy or New RTP Policy will govern their promotion application. Faculty applying for
promotion must notify the chair/director of their election not later than September 30, 2016. If
no timely election is made, then the faculty member’s promotion consideration shall be governed
by SEES’ Old RTP Policy.

3. Once the election specified in Section 2 has been made, or the time for doing so has lapsed
without such an election being made, associate professors who elect to have their applications
governed by the Old RTP Policy (or have the decision made for them by failing to make the
required election) will have eight (8) years to complete the promotion process. At the end of that
time, if they have not been promoted to full professor the New RTP Policy then in effect shall govern any subsequent promotion applications. As SEES revises its RTP policy in the future, the associate professor will continue to have the option to choose among the existing and revised RTP policies available at that time consistent with Sections 1-3.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Understanding to be made effective this 13 day of April, 2016.

BOWLING GREEN STATE UNIVERSITY

By: __________________________
Witness

BOWLING GREEN STATE UNIVERSITY

By: __________________________
Witness

FACTOR ASSOCIATION – AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

By: __________________________

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