

**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.

  
Witness

BOWLING GREEN STATE UNIVERSITY

By: 

BOWLING GREEN STATE UNIVERSITY  
FACULTY ASSOCIATION – AMERICAN  
ASSOCIATION OF UNIVERSITY  
PROFESSORS

  
Witness

By: 