

**MEMORANDUM OF UNDERSTANDING REGARDING REBUTTAL LETTERS  
IN THE REAPPOINTMENT PROCESS**

**TO BE ATTACHED TO THE COLLECTIVE BARGAINING AGREEMENT**

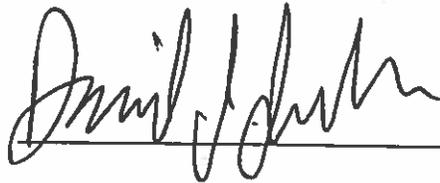
Both parties agree that rebuttal letters will be permitted at all levels of the reappointment process up to and including the Dean's letter to the Provost/VPAA. The time period for submitting a rebuttal letter at any step of the reappointment process will be limited to two (2) business days from notification of the recommendation at that step of the reappointment process.

Representatives from both parties indicate their agreement by signing below:



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For the University



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For the BGSU-FA

Date: 2-11-14