

MEMORANDUM OF UNDERSTANDING REGARDING
ACADEMIC UNIT MEETINGS FOR
ENHANCED PERFORMANCE REVIEW, PROMOTION AND TENURE
RECOMMENDATIONS

WHEREAS, the Collective Bargaining Agreement (the “CBA”) between Bowling Green State University (the “University”) and the Bowling Green State University Faculty Association – AAUP (the “Faculty Association”) (collectively, the “Parties”), effective through June 30, 2022, in Article 14, describes the processes used to evaluate Bargaining Unit Faculty Members (“BUFMs”) for enhanced performance review, promotion and tenure; and

WHEREAS, these processes include a vote by the academic unit’s eligible faculty, followed by their written recommendation to the Chair or Director (“Faculty Administrator”); and

WHEREAS, it is common practice for the eligible faculty to have a meeting (an “EPR and P&T meeting”) before voting; and

WHEREAS, on occasion a Faculty Administrator has attended an EPR and P&T meeting to answer questions and/or obtain information about the eligible faculty’s evaluation of the BUFM being considered for enhanced performance review, promotion or tenure; and

WHEREAS, the CBA does not address Faculty Administrator attendance at EPR and P&T meetings;

NOW, THEREFORE, the Parties agree as follows:

1. Faculty Administrators shall not attend EPR and P&T meetings.
2. The eligible faculty will ensure that their written recommendation to the Faculty Administrator clearly describes the reasons for the recommendation.

IN WITNESS WHEREOF, the Parties have caused this Memorandum of Understanding to be made effective this 27th day of January, 2020.

(signatures on following page)

BOWLING GREEN STATE UNIVERSITY

By: Joe B. [Signature]

Title: Provost

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

By: [Signature]

Title: GRADUANCE OFFICER