

MEMORANDUM OF AGREEMENT

NEW UNIT A FACULTY HIRED WITH ASSOCIATE PROFESSOR TITLE

UPI and the Administration agree to the following provisions:

It is admissible to hire new Unit A faculty with the title of Associate Professor, without granting tenure at the time of initial hire. Faculty members hired with the initial title of Associate Professor will be permitted to bring up to two years of experience as a tenured or tenure-track faculty member at a regionally accredited baccalaureate degree-granting institution, per Article 20.10.g of the 2010-2015 Agreement (extended through June, 2017). As described in Article 20.10.d, a faculty member may be eligible to apply for tenure within one year following the date of initial hire, if the person was tenured at her/his previous institution. However, the faculty member may alternatively choose to apply for tenure in their sixth probationary year, as described in Article 20.10. Faculty members hired with the title of Associate Professor will be eligible for the starting minima salary equivalent to the contractually-negotiated minima for Associate Professors.

William A. Thompson
Bill Thompson, UPI President

Kathleen Neumann
Kathleen Neumann, Interim Provost

December 15, 2017
Date

12/15/17
Date