Memorandum of Understanding Concerning Transitional Procedures for Criteria for Promotion and Tenure and Annual
March 9, 2001

Wright State University and the WSU-AAUP agree to the following terms to implement bylaws approved in accordance with Section 10.4.

Promotion and Tenure.

1. The criteria and procedures (written or unwritten) for promotion and for tenure in effect for each individual department and college prior to the formal approval of bylaws pursuant to Section 10.4 shall apply for all Bargaining Unit Faculty Members being considered for promotion and/or tenure, as long as these criteria and procedures are not discriminatory.

2. The “old” criteria applicable to an individual Bargaining Unit Faculty Member’s promotion and/or tenure consideration should be consistent with criteria for teaching, scholarship and service that have been applied in recent years to other faculty in that person’s department and college unless the individual’s described faculty appointment is sufficiently different from other faculty in his or her department and college to warrant such unique criteria.

3. Once department bylaws containing the criteria and procedures for promotion and tenure are formally approved pursuant to Section 10.4, each probationary Bargaining Unit Faculty Member whose offer letter predates the formally approved criteria (see 13.4.2) shall have the choice of (a) accepting the new, written department criteria totally and completely, or (b) retaining the old (written or unwritten) criteria as described above in 2. The Bargaining Unit Faculty Member’s decision must be presented in writing to his or her department Chair before the department P&T committee votes on a candidate’s document.

4. Once department bylaws containing the criteria and procedures for promotion are formally approved pursuant to Section 10.4, each Bargaining Unit Faculty Member who is tenured and holds the rank of Assistant or Associate Professor at the time of their approval shall have the choice of (a) accepting the new, written criteria totally and completely, or (b) retaining the old (written or unwritten) criteria as described above in 2. Consistent with Section 13.4.4.3, an individual Member may retain such “old” criteria and procedures for a maximum of six (6) years, or until the individual has been promoted and/or tenured. The Bargaining Unit Faculty Member’s decision must be presented in writing to his or her department Chair before the department P & T Committee votes on a candidate’s document.

Annual Evaluation

1. The criteria (written or unwritten) for annual evaluation in effect for each individual department and college prior to the formal approval of bylaws pursuant to Section 10.4 shall apply to the annual evaluation of all Bargaining Unit Faculty Members.

2. The “old” criteria applicable to Bargaining Unit Faculty Members’ annual evaluations should be consistent with criteria that have been applied in recent years to the teaching, scholarship, and service of faculty in that department and college unless an individual’s work assignments have been sufficiently different from his or her colleagues to warrant different criteria.

3. Once department bylaws containing the criteria for annual evaluation are formally approved pursuant to Section 10.4, such criteria shall be applicable wholly and completely to the annual evaluation of all Bargaining Unit Faculty Members in a department during the next complete calendar year. Thus, criteria for annual evaluation approved in June 2001 shall apply to Members’ performance in 2002 that is evaluated in 2003.

4. The majority of Bargaining Unit Faculty Members in a department may vote to implement annual evaluation criteria during the year they are approved; in that event, the criteria shall apply retroactively to the beginning of that calendar year for all Bargaining Unit Faculty Members in the department. Thus, criteria and procedures approved in June 2001 shall apply to Members’ performance in 2001 that is evaluated in 2002.

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