

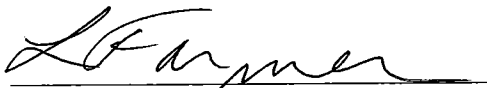
Memorandum of Understanding Regarding the Promotion and Tenure Schedule for 2014-2015
February 24, 2014

The University and the AAUP-WSU agree to amend the "Promotion and Tenure Schedule for 2014-2015" in Appendix D of the 2011-2014 Collective Bargaining Agreement such that the deadlines in Spring Semester 2015 are two weeks later. The purpose of these changes is to better align the deadlines with the Spring Semester academic calendar. The amended Promotion and Tenure Schedule for 2014-2015 is as follows:

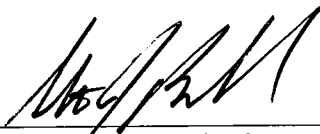
Promotion and Tenure Schedule for 2014-2015

- March 24, 2014 (Mon) Deadline for candidate to initiate promotion and tenure process via a written request to the Department Chair, with a copy to the Department Promotion and Tenure Committee, and to submit suggested names of external reviewers to the chair of the Department Promotion and Tenure Committee (Sections 13.13.2 and 13.13.3 of the CBA)
- April 21, 2014 (Mon) Deadline for candidate to submit materials to be sent to the outside reviewers (13.13.3.1)
- August 18, 2014 (Mon) Deadline for Department Promotion and Tenure Committee to send out request letters soliciting external review (13.13.3.2)
- September 8, 2014 (Mon) Deadline for candidate to submit to the Department Chair the complete Promotion & Tenure document and all materials described in Section 13.11 (13.13.4)
- October 17, 2014 (Fri) Deadline for Department Promotion and Tenure Committee and Department Chair to complete review of promotion and tenure document for all candidates, for the Department Promotion and Tenure Committee's recommendation and the Department Chair's letter to be added to each candidate's file, and for the Department Chair to notify each candidate of these additions (13.13.6.1)
- November 12, 2014 (Wed) Deadline for candidate to submit a rebuttal (13.13.7)
- November 17, 2014 (Mon) Deadline for Department Chair to submit promotion and tenure files to the Dean (13.13.7.1)
- January 23, 2015 (Fri) Deadline for College Promotion and Tenure Committee and Dean to complete review of all promotion and tenure files, for the College Committee's recommendation and the Dean's letter to be added to each file, and for the Dean to notify each candidate of these additions (13.13.9.1)
- February 9, 2015 (Mon) Deadline for candidate to submit a rebuttal (13.13.10)
- February 13, 2015 (Fri) Deadline for Dean to submit promotion and tenure files to the Provost (13.13.10.1)
- February 24, 2015 (Tues) Meeting of the University Promotion and Tenure Committee

- February 27, 2015 (Fri) Deadline for the Provost to provide written notification to candidates of the decision and vote of the University Promotion and Tenure Committee (13.13.11.2)
- March 9, 2015 (Mon) Deadline for candidate to notify the Provost and the AAUP-WSU of intent to file an appeal (13.14.1)
- March 23, 2015 (Mon) Deadline for candidate to submit an appeal and supporting documentation (13.14.1)
- April 24, 2015 (Fri) President presents candidates to Board of Trustees for approval



Linda Farmer, Vice President
AAUP-WSU



Steven J. Berberich, Associate Provost for
Faculty and Staff Affairs



Rudy Fichtenbaum, Chief Negotiator
AAUP-WSU