

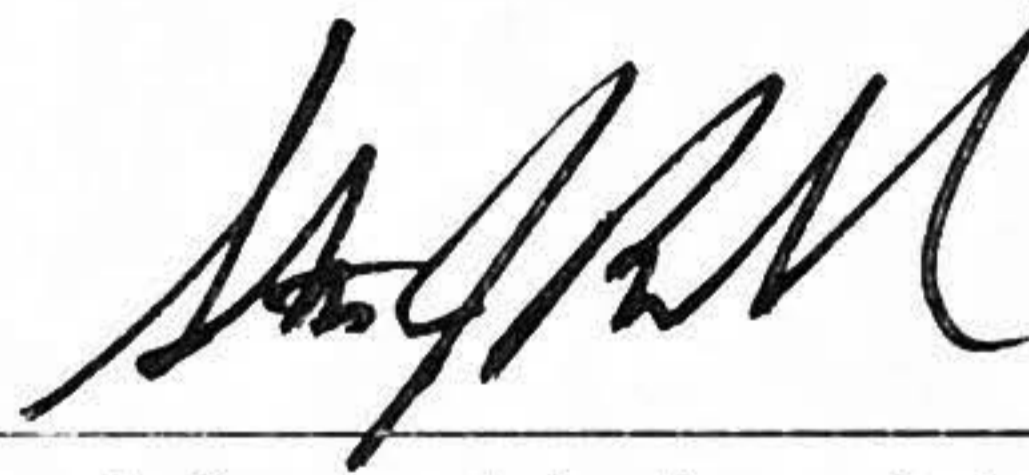
MOU ON OUTSIDE LETTERS FOR PROMOTION AND TENURE  
September 15, 2015

When the University and the AAUP-WSU agree that written or oral communication to external reviewers has been inconsistent with Sections 13.13.3.2, 13.13.3.3 or other provisions of the TET Collective Bargaining Agreement, inconsistent with department or college bylaws, or in some way biased either in favor of or against a Bargaining Unit Faculty Member's candidacy for promotion or tenure, then the parties will meet to consider whether the letter of evaluation received from that reviewer has been influenced by the inappropriate communication. If the AAUP-WSU and the University agree that the letter of evaluation was inappropriately influenced, then the letter will be kept out of the candidate's file and will not be considered by any committee or individual participant in the promotion and tenure process. However, if the AAUP-WSU, the University, or both parties believe the letter has not been inappropriately influenced, the letter will be included in the file and fully considered in the P&T process.

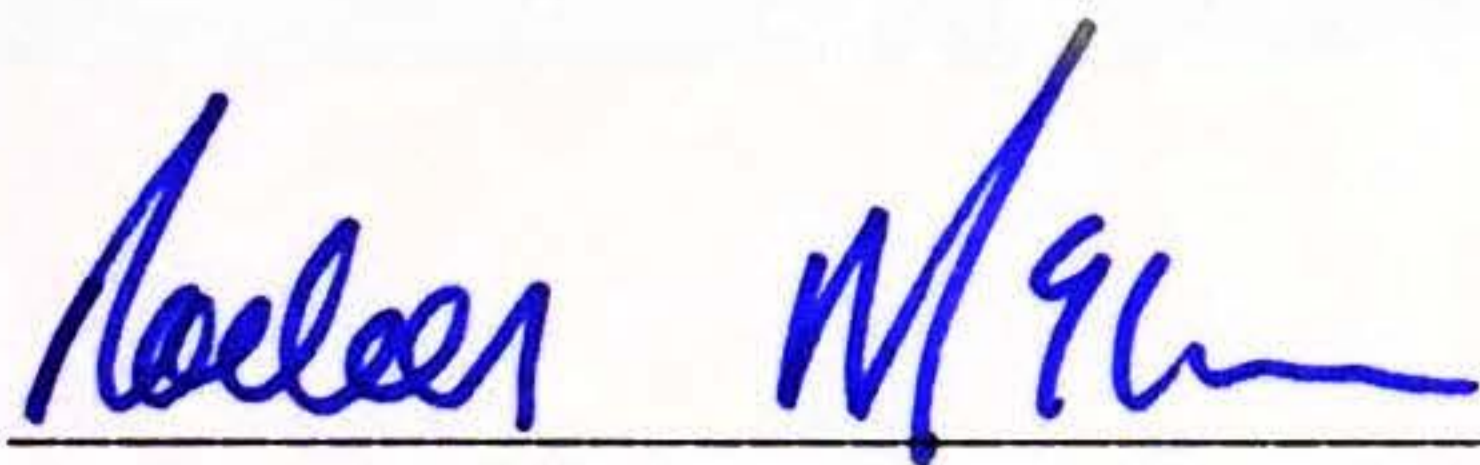
Upon making the determination that a letter will not be used, the University and the AAUP-WSU will notify the affected candidate, each member of the relevant department promotion and tenure committee, department chair, and dean. This notification will include an explanation of why the letter will not be considered.



Martin Kich, President  
AAUP-WSU



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



Noeleen McIlvenna, Contract Administrator  
AAUP-WSU