

MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN EASTERN MICHIGAN UNIVERSITY AND
THE EASTERN MICHIGAN CHAPTER OF THE
AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

Implementation of Research/Creative Release Program

During the implementation of the Research/Creative Release Program outlined in the contract extension (Appendix A), a number of issues were identified that this memo seeks to clarify.

1. Faculty Response to a Negative Evaluation of Research/Creative Release Faculty Dossier

In the event that a faculty member receives a negative evaluation, a faculty member can choose to respond in writing at each level of the evaluation. If the Faculty member chooses to respond, they have ten (10) working days after receipt of the negative evaluation. The Faculty Member's response to the department committee's evaluation is to be sent to the Department Head, the Faculty Member's response to the Department Head's evaluation is to be sent to the Dean and the Faculty Member's response to the Dean's evaluation is to be sent to the Provost.

2. Criteria for Activities currently not on the Major and Minor lists

For all Departments participating in the research/creative release program their DEDs must contain, as outlined in the contract extension (Appendix A) and summarized below:

- a) A requirement Faculty must complete two (2) major and one (1) minor research/creative activities per five (5) year period and meet a scholarly/creative activity rating of "Distinctly Above Average to receive a research/creative activity release.
- b) A list of major and minor research/creative activities.
- c) Criteria to designate a research/creative activity as major or minor.

Tentative Agreement

James P. Greene
EMU Chief Negotiator

Date

Matthew Kirkpatrick
AAUP Chief Negotiator

Date