

**APPENDIX 'TBD': CONTRACT EXTENSION 2021 - 2022**

Agreement between Eastern Michigan University and  
The Eastern Michigan University Chapter of the American Association of University Professors

The parties agree that the terms of the current Collective Bargaining Agreement by and between Eastern Michigan University (EMU) and the Eastern Michigan University Chapter of the American Association of University Professors (EMU-AAUP) shall be extended until August 31, 2022.

In addition to the terms stated in the existing bargaining agreement, the parties agree that:

- 1. Effective with the beginning of the academic year 2021-2022, each full-time Faculty Member appointed prior to September 1, 2020 shall receive a one-time bonus of \$1,840 paid out in two (2) installments. One payment of \$920 by September 30, 2021 and a second payment of \$920 by January 31, 2022.

Individuals with reduced appointments (for example those in Voluntary Phased Retirement or on professional leave) will receive payments based on their percentage of appointment. For example, a person with a 50% appointment will receive a payment of \$460 by September 30, 2021, and a second payment of \$460 by January 31, 2022.

Individuals electing to accept the 2021 Voluntary Severance Incentive Plan are excluded, unless their separation from the University is delayed by decision of the Provost. Individuals separating prior to the beginning of the Winter 2022 semester are ineligible for the second payment.

- 2. Faculty members granted promotions which are effective with the beginning of the 2021-2022 academic year shall receive those promotional increments provided for in Article XVIII.J of the current collective bargaining agreement.
- 3. Participants in the Blue Cross and Blue Shield Community Blue PPO, HMO, and HSA plans shall be required to make contributions through automatic payroll withholding at the following annual premium rates (based on calendar year beginning January 1):

Annual Premium EMU Healthcare Plans  
(based on calendar year beginning January 1)

PPO	2022	HMO	2022	HSA-Plan	2022
Single	\$1,256	Single	\$373	Single	\$1,115
2-person	\$2,516	2-person	\$741	2-person	\$2,227
Family	\$3,018	Family	\$925	Family	\$2,782
Family Plus	\$3,520	Family Plus	\$1,115	Family Plus	\$3,341

- 4. The parties agree to form a working group by September 30, 2021 to study and discuss issues related to shared governance with the aspiration of arriving at a mutually agreeable

29 model of shared governance. The working group will be comprised of four (4) members  
30 from the EMU bargaining team, two (2) members from the EMU-AAUP bargaining  
31 team, and two (2) representatives of the Faculty Senate. EMU and the EMU- AAUP shall  
32 jointly select and equally compensate a consultant with expertise on academic shared  
33 governance. The expert consultant will be engaged no later than October 30, 2021 and  
34 will provide expertise and guidance for the working group. The working group will  
35 conclude its discussions no later than March 31, 2022.

36 5. EMU-AAUP agrees to withdraw, with prejudice, grievances 2020-07, 2020-10, and  
37 2021-01. Such withdrawal shall not establish a precedent for the application and  
38 interpretation of the collective bargaining agreement.

39 6. The parties agree to implement a Research/Creative Activity Release Program  
40 meeting the specifications in Appendix A by September 1, 2022.

41 **APPENDIX A (of the 2021 – 2022 contract extension) Research/Creative Activity Release**

42  
43 EMU and EMU-AAUP will implement the following Research/Creative Activity Release  
44 program:

45  
46 1. Basic Provisions

47 a. Any Department meeting the applicable Scholarly/Creative Activity standards may  
48 elect to amend its Departmental Input Document (DID) to remove all equivalencies  
49 except for double sections, team teaching, and contact hours in return for a  
50 Research/Creative Activity Release - a 3 credit hour release per semester from the  
51 contractual teaching load of 12 credit hours per semester or 24 credit hours per  
52 academic year (hereafter described as "release").

53 b. Departments electing the Research/Creative Activity Release must meet the  
54 applicable Scholarly/Creative Activity standard [hereafter described as the 1b  
55 standard]. The Departmental Evaluation Document (DED) shall require the following  
56 criteria in order to receive a Research/Creative Activity release:

57 (1) Completing a minimum of two (2) major and one (1) minor research/creative  
58 activities per five-year evaluation period; and

59 (2) Meeting a Scholarly/Creative activity rating of "Distinctly Above Average".  
60 Criteria (including examples of pre- approved activities) meeting the standard of  
61 "major" and "minor" will be determined by the faculty in each department and  
62 will be listed in the OED and DID for approval.

63 Faculty meeting these standards are eligible to receive the release for a five (5) year  
64 time period. Departments shall review all interested faculty for release eligibility  
65 every five years.

66 c. In departments electing the Research/Creative Activity Release, the Departmental  
67 Evaluation Document (DED) shall require the following criteria to achieve Tenure  
68 and Promotion for faculty hired after September 1, 2021:

- 69 (1) Completing a minimum of two (2) major and one (1) minor research/creative  
70 activities per five-year evaluation period; and  
71 (2) Meeting a Scholarly/Creative activity rating of "Distinctly Above Average".

72 Faculty hired prior to September 1, 2021 may decide whether to use the new or  
73 existing DED criteria for Tenure and Promotion. In these Departments, the existing  
74 criteria shall be retained alongside the new criteria in the current DED. Receipt of the  
75 Research/Creative Activity Release will require that such Faculty Members be  
76 reviewed for achievement of the 1.b. criteria. This review should be added to the full  
77 evaluation for Tenure and Promotion.

78 d. For research/creative activities not identified in the DED and DID, Faculty should  
79 seek pre-approval of the activity to determine whether the prospective activity  
80 qualifies as a "major" or "minor" activity. Pre-approval will occur by application to  
81 the personnel committee, who will submit a recommendation to the Department  
82 Head, who will then submit a recommendation for approval by the Dean. The Dean  
83 shall respond within 30 working days.

84 e. Within each of the Departments approving the Research/Creative Activity Release,  
85 individual eligible faculty members may decide whether or not to participate. Faculty  
86 electing not to participate will teach twelve (12) credits per semester or 24 credits per  
87 academic year. Faculty not participating will only receive equivalency credit for  
88 double sections, team teaching, and contact hours as shown in the DID.

89 f. Faculty Members electing the research release may balance their teaching load over  
90 two (2) years as a result of a teaching load of more or less than 9 credit hours. For  
91 example, if a faculty member teaches eight (8) credits hours per semester due to 4  
92 credit hour courses for three semesters, they must teach twelve (12) credits hours in  
93 the fourth semester. The additional credit hours to balance the load must be taught  
94 sooner if the five (5) year research release period is coming to an end.

95 g. Departments rejecting the Research/Creative Activity Release shall follow their  
96 current Departmental Input Document (DID), including all existing equivalencies.

## 97 2. Implementation Steps

98 a. The implementation steps and dates indicated below are to allow for the  
99 implementation of the Research/Creative Activity Release for the Fall 2022 semester.  
100 A department not meeting these steps and dates can implement the Research/Creative  
101 Activity Release at a later date (subject to the Collective Bargaining Agreement).

102 b. EMU and the EMU-AAUP shall individually review all Departmental Evaluation  
103 Documents (DEDs) by September 1, 2021 to determine which departments currently  
104 satisfy the 1b research standard.

105 c. In Fall 2021, each Department shall vote to determine if the Department will  
106 participate in the new Research/Creative Activity Release or keep the current system  
107 of equivalencies.

108 d. Departments that opt for the Research/Creative Activity Release and meet the  
109 research standard will need to conduct the following steps:

110 Conduct a limited review of Faculty to determine which current Faculty qualify for the  
111 Research/Creative Activity Release.

112 (1) Tenure-track faculty (typically those in years 0-5) will automatically receive the  
113 release until their first full evaluation (tenure evaluation).

114 (2) Faculty with tenure at the associate professor level (typically those in years 6-10)  
115 will automatically receive the release until their full evaluation for promotion to  
116 "Professor", unless the period for evaluation has already passed.

117 (3) Faculty with tenure who were recently promoted to the "Professor" level  
118 (typically those in years 11-15) or have received the Full Professor Salary  
119 Adjustment within the previous five years will automatically receive the release  
120 until their PPE.

121 (4) Faculty with tenure at the "associate professor" or "professor" level who have  
122 completed at least one PPE since promotion will be eligible to apply for the  
123 research release by submitting a research dossier describing how their research  
124 efforts during the last 5-year period meet the DAA standard of the OED.  
125 Submission dates will follow the usual PPE dates.

126 (5) Research dossiers submitted in 4) above will follow the same review of  
127 scholarly/creative activity as those for tenure and promotion as described in  
128 Article XV (personnel committee, department head, dean and Provost reviews)  
129 and the OED.

130 Amend the DID to detail the Research/Creative Activity Release by eliminating all other  
131 equivalencies (Appendix A, B, C and D) and adding a new appendix providing for the  
132 release and the remaining equivalencies (double sections, team teaching, and contact  
133 hours). EMU and the EMU- AAUP will develop a standardized appendix to facilitate this  
134 process. The DID must also detail a mechanism for avoiding conflicts of interest in the  
135 application review committee.

136 Amend the OED with an appendix establishing the criteria for a "major" and "minor"  
137 activity.

138 The revisions to the OED and DIDs (with signatures and the department vote) must be  
139 submitted to Academic Human Resources by November 1, 2021.

140 e. Departments opting for the Research/Creative Activity Release that do not meet the  
141 research criteria will need to conduct the following steps:

142 (1) Tenure-track faculty (typically those in years 0-5) will automatically receive the  
143 release until their first full evaluation (tenure evaluation).

144 (2) Amend the Departmental Evaluation Document (DED) to achieve compliance  
145 with the 1b standard, including an appendix specifying the criteria of a "major"  
146 and "minor" activity.

147 (3) Amend the Departmental Input Document (DID) to detail the Research/Creative  
148 Activity Release by eliminating all other equivalencies (Appendix A, B, C and D)  
149 and adding a new appendix providing for the Research/Creative Activity Release  
150 and the remaining equivalencies (double sections, team teaching, and contact  
151 hours). EMU and the EMU- AAUP will develop a standardized appendix to  
152 facilitate this process. The DID must also detail a mechanism for avoiding  
153 conflicts of interest in the application review committee.

|154 ~~(4)~~f. The revisions to the DIDs and DEDs (with signatures and the department vote)  
155 must be submitted to Academic Human Resources by November 1, 2021. The DED  
156 Committee (MP458) will meet in November to review all revisions with the goal of  
157 completing these reviews by the end of the Fall semester.

|158 ~~(5)~~g. With the approved DED and DID, conduct a limited review of Faculty during  
159 Winter 2022 to determine which current Faculty qualify for the release. Faculty  
160 members who need to submit a research dossier to determine if they satisfy the 1b  
161 standard over the past five (5) years will use the timeline associated with promotion.

Tentative Agreement

\_\_\_\_\_  
James P. Greene Date  
EMU Chief Negotiator

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Matthew Kirkpatrick Date  
AAUP Chief Negotiator