

1 **MEMORANDUM OF UNDERSTANDING**

2 **RE: Optional Extensions of Time to Complete Mandatory Reviews after COVID-19**

3 The Florida Polytechnic University Board of Trustees and the UFF-FPU recognize the various challenges
4 that were necessary to maintain the productive and efficient operation of the University during the
5 coronavirus pandemic. The Florida Polytechnic University Board of Trustees and UFF-FPU are committed
6 to working together to promote appropriate solutions to meeting our mission, which is strongly focused on
7 providing education to our students, despite the difficulties that COVID-19 presented to the University and
8 its faculty. Recognizing the impact of the pandemic and its disruption to research productivity for faculty,
9 the Florida Polytechnic University Board of Trustees and the UFF-FPU agree to the following terms and
10 conditions:

- 11 1. As applied to faculty that are scheduled under the CBA to complete a mandatory review in the
- 12 2021-2022 Academic Year, in which a review is required to extend their employment beyond their
- 13 employment contract expiration date of August 15, 2022:
 - 14 a. Individuals who will be seeking reappointment or promotion via the full review process,
 - 15 may elect to opt-out of the full review process in the 2021-2022 Academic Year and
 - 16 conduct the full review in the 2022-2023 Academic Year.
 - 17 i. Those individuals must declare their intent to do so, in writing, using a form
 - 18 provided by Academic Affairs.
 - 19 ii. All declarations for this one (1) year extension are irrevocable and must be made
 - 20 by September 15, 2021.
 - 21 iii. The University will provide a minimum of two (2) reminders of this opportunity
 - 22 to faculty by email, before September 15, 2021.
 - 23 b. Individuals who will be seeking reappointment via the shortened review process may elect
 - 24 to opt-out of this shortened review process in the 2021-2022 Academic Year and conduct
 - 25 the shortened review in the 2022-2023 Academic Year.
 - 26 i. Those individuals must declare their intent to do so, in writing, using a form
 - 27 provided by Academic Affairs.
 - 28 ii. All declarations for this one (1) year extension are irrevocable and must be made
 - 29 by December 15, 2021.
 - 30 iii. The University will provide a minimum of two (2) reminders of this opportunity
 - 31 to faculty by email, before December 15, 2021.
 - 32 c. Individuals who elect to delay their mandatory full or shortened review by one (1) year, as
 - 33 described in this section, will receive an amended contract that expires August 15, 2023.
- 34 2. Professors who are not scheduled under the CBA to complete a mandatory review in the 2021-2022
- 35 Academic Year in order to maintain their on-going employment may elect to delay their upcoming
- 36 future review by one (1) year, consistent with the following terms:

For the University

For the UFF

Alex Landback
Chief Negotiator

Myles Kim
Chief Negotiator

Date _____

Date _____

- 1 a. This opportunity to delay the future review by one (1) year will be offered to applicable
- 2 faculty in the Spring 2022 semester.
- 3 i. Those individuals must declare their intent to do so, in writing, using a form
- 4 provided by Academic Affairs.
- 5 ii. All declarations for this one (1) year extension are irrevocable and must be made
- 6 by April 15, 2022.
- 7 iii. The university will provide a minimum of two (2) reminders of this opportunity to
- 8 faculty by email before April 15, 2022.
- 9 b. Individuals will only be granted one (1) extension to delay their shortened or full review
- 10 as a result of COVID-19.
- 11 c. After April 15, 2022, the University will send to each faculty member an updated review
- 12 schedule in order for them to maintain their on-going employment with the University.
- 13 d. Faculty who elect, as described in this section, to delay their review by one (1) year will
- 14 receive an amended employment contract that extends the existing contract term by one
- 15 (1) year.
- 16 3. Instructors and Academic Professionals who are contractually required to complete a mandatory
- 17 review in the 2021-2022 Academic Year, in which a review is required to extend their employment
- 18 beyond their employment contract expiration date, will proceed with their mandatory reviews as
- 19 currently scheduled.

For the University

For the UFF

Alex Landback
Chief Negotiator

Myles Kim
Chief Negotiator

Date _____

Date _____