

MEMORANDUM OF UNDERSTANDING

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

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

1. This Memorandum of Understanding only applies to faculty members who are assigned research as part of their Assignment of Responsibilities (Assistant Professors, Associate Professors, and Professors).

1.2. As applied to faculty that are scheduled under the CBA to complete a mandatory review (including the mandatory promotion review for Assistant Professors) in the 2021-2022 Academic Year, in which a review is required to extend their employment beyond their employment contract expiration date of August 15, 2022:

- a. Individuals who will be seeking reappointment or promotion via the full review process, may elect to opt-out of the full review process in the 2021-2022 Academic Year and conduct the full review in the 2022-2023 Academic Year.
 - i. Those individuals must declare their intent to do so, in writing, using a form provided by Academic Affairs.
 - ii. All declarations for this one (1) year extension are irrevocable and must be made by September 15, 2021.
 - iii. The University will provide a minimum of two (2) reminders of this opportunity to faculty by email, before September 15, 2021.
- b. Individuals who will be seeking reappointment via the shortened review process (or equivalent) may elect to opt-out of this shortened review process in the 2021-2022 Academic Year and conduct the shortened review in the 2022-2023 Academic Year.
 - i. Those individuals must declare their intent to do so, in writing, using a form provided by Academic Affairs.
 - ii. All declarations for this one (1) year extension are irrevocable and must be made by December 15, 2021.
 - iii. The University will provide a minimum of two (2) reminders of this opportunity to faculty by email, before December 15, 2021.
- c. Individuals who elect to delay their mandatory full or shortened review by one (1) year, as described in this section, will receive an amended contract that expires August 15, 2023.

For the University

For the UFF

Alex Landback
Chief Negotiator

Myles Kim
Chief Negotiator

Date _____

Date _____

1 2.3. Faculty Professors who are not scheduled under the CBA to complete a mandatory review in the
2 2021-2022 Academic Year in order to maintain their on-going employment may elect to delay their
3 upcoming future review (including the mandatory promotion review for Assistant Professors) -by
4 one (1) year, consistent with the following terms:

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

20 ~~3.4. Instructors and Academic Professionals who are contractually required to complete a mandatory~~
21 ~~review in the 2021-2022 Academic Year, in which a review is required to extend their employment~~
22 ~~beyond their employment contract expiration date, will proceed with their mandatory reviews as~~
23 ~~currently scheduled.~~

For the University

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Alex Landback
Chief Negotiator

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