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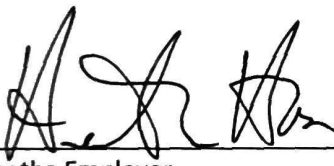
TENTATIVE AGREEMENT

MEMORANDUM OF UNDERSTANDING: TENURED INSTRUCTORS

This Memorandum of Understanding is entered into by and between the United Academics and the Employer on behalf of bargaining unit members in the Instructor (Tenure-Track) category.

Instructor (Tenure-Track) is a tenure-track paid appointment with duties that variously may include scholarship, instruction, advising, and design and development of courses and curriculum. Ranks are Instructor, Senior Instructor I, and Senior Instructor II, in ascending order. The Parties agree that bargaining unit members in the Instructor (Tenure-Track) category will maintain their awarded tenure status. Bargaining unit members in the Instructor (Tenure-Track) category will not have an existing allocation of effort to scholarship removed from their position descriptions. All other terms and conditions as set forth within this Agreement for the Tenure-Track classification are applicable to these bargaining unit members.

The Parties acknowledge that the Employer has ceased the practice of offering Instructor (Tenure-Track) positions.



For the Employer

4/28/20

Date

S. Ashley Bromley

For United Academics

04/27/20

Date