UM/LEO Agreement
Memorandum of Understanding 1(A)
Special Provisions Relating to Timing of Interim Reviews for Lecturers III in the College of Literature, Science, and the Arts

Background and Issue

The interplay between Article XI.B.3.e., and Memorandum of Understanding #1 ("MoU#1"), could result in Literature, Science, and the Arts ("LSA") Lecturers III undergoing Interim Reviews in the fall semester of the third year of appointment (i.e., the 5th semester), and beginning Major Reviews in the immediately following WN semester (i.e., the 6th semester of appointment).

This could result in LSA Lecturers III having little to no time to address concerns raised in the Interim Review before the Major Review begins.

LSA, LEO, and Academic HR have agreed to address this issue as set forth below.

Agreement

The parties agree that, for LSA Lecturers III only, the language of Article XI.B.3.e. (p. 49) is hereby amended to read as follows:

Following initial appointment as a Lecturer III, by no later than the end of the FOURTH semester of appointment, the academic unit shall conduct an interim review of the Lecturer III, as provided for in Article XIX.C. (emphasis added).

This Agreement will be referred to as Memorandum of Understanding 1(A).

This Agreement is not intended to modify any other provisions of the UM/LEO Agreement (e.g., LSA Lecs III scheduled for Interim Reviews shall continue to be notified in the semester prior to the review of the date(s) by which the Lecturer must submit materials required for the review, in accordance with Article XIX.A.3., pp. 98-99).

Authority

XI.B.3.e. – Following initial appointment as a Lecturer III, by no later than the end of the fifth semester of appointment, the academic unit shall conduct an interim review of the Lecturer III, as provided for in Article XIX.C., p. 49.

MoU#1 – The major review of Lecturers III and IV in LSA may begin, at the earliest, during the winter semester of the penultimate academic year of the Lecturer III/IV appointment, p. 167.
Effective Date

This MoU will be effective once it is fully executed (e.g., beginning with the Fall 2016 semester for Winter 2017 Interim Reviews).

We Agree to this MoU:

[Signatures and dates]

Literature, Science, and the Arts

Date

Academic Human Resources

Date

Lecturers' Employee Organization

Date

September, 2016