

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 model of shared governance. The working group will be comprised of four (4) members from the EMU bargaining team, two (2) members from the EMU-AAUP bargaining team, and two (2) representatives of the Faculty Senate. EMU and the EMU-AAUP shall jointly select and equally compensate a consultant with expertise on academic shared governance. The expert consultant will be engaged no later than October 30, 2021 and will provide expertise and guidance for the working group. The working group will conclude its discussions no later than March 31, 2022.
5. EMU-AAUP agrees to withdraw, with prejudice, grievances 2020-07, 2020-10, and 2021-01. Such withdrawal shall not establish a precedent for the application and interpretation of the collective bargaining agreement.
6. The parties agree to implement a Research/Creative Activity Release Program meeting the specifications in Appendix A by September 1, 2022.


James Carroll
Chief Negotiator
Eastern Michigan University

June 23, 2021

Date


Judith Kullberg
Chief Negotiator
EMU-AAUP

June 23, 2021

Date

APPENDIX A: Research/Creative Activity Release

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

1. BASIC PROVISIONS

- a. Any Department meeting the applicable Scholarly/Creative Activity standards may elect to amend its Departmental Input Document (DID) to remove all equivalencies except for double sections, team teaching, and contact hours in return for a Research/Creative Activity Release – a 3 credit hour release per semester from the contractual teaching load of 12 credit hours per semester or 24 credit hours per academic year (hereafter described as “release”).
- b. Departments electing the Research/Creative Activity Release must meet the applicable Scholarly/Creative Activity standard [hereafter described as the 1b standard]. The Departmental Evaluation Document (DED) shall require the following criteria in order to receive a Research/Creative Activity release:
 - 1) Completing a minimum of two (2) major and one (1) minor research/creative activities per five-year evaluation period; and
 - 2) Meeting a Scholarly/Creative activity rating of “Distinctly Above Average”. Criteria (including examples of pre-approved activities) meeting the standard of “major” and “minor” will be determined by the faculty in each department and will be listed in the DED and DID for approval.

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

- c. In departments electing the Research/Creative Activity Release, the Departmental Evaluation Document (DED) shall require the following criteria to achieve Tenure and Promotion for faculty hired after September 1, 2021:
 - 1) Completing a minimum of two (2) major and one (1) minor research/creative activities per five-year evaluation period; and
 - 2) Meeting a Scholarly/Creative activity rating of “Distinctly Above Average”.

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

- d. For research/creative activities not identified in the DED and DID, Faculty should seek pre-approval of the activity to determine whether the prospective activity

qualifies as a “major” or “minor” activity. Pre-approval will occur by application to the personnel committee, who will submit a recommendation to the Department Head, who will then submit a recommendation for approval by the Dean. The Dean shall respond within 30 working days.

- e. Within each of the Departments approving the Research/Creative Activity Release, individual eligible faculty members may decide whether or not to participate. Faculty electing not to participate will teach twelve (12) credits per semester or 24 credits per academic year. Faculty not participating will only receive equivalency credit for double sections, team teaching, and contact hours as shown in the DID.
- f. Faculty Members electing the research release may balance their teaching load over two (2) years as a result of a teaching load of more or less than 9 credit hours. For example, if a faculty member teaches eight (8) credits hours per semester due to 4 credit hour courses for three semesters, they must teach twelve (12) credits hours in the fourth semester. The additional credit hours to balance the load must be taught sooner if the five (5) year research release period is coming to an end.
- g. Departments rejecting the Research/Creative Activity Release shall follow their current Departmental Input Document (DID), including all existing equivalencies.

2. IMPLEMENTATION STEPS

- a. The implementation steps and dates indicated below are to allow for the implementation of the Research/Creative Activity Release for the Fall 2022 semester. A department not meeting these steps and dates can implement the Research/Creative Activity Release at a later date (subject to the Collective Bargaining Agreement).
- b. EMU and the EMU-AAUP shall individually review all Departmental Evaluation Documents (DEDs) by September 1, 2021 to determine which departments currently satisfy the 1b research standard.
- c. In Fall 2021, each Department shall vote to determine if the Department will participate in the new Research/Creative Activity Release or keep the current system of equivalencies.
- d. Departments that opt for the Research/Creative Activity Release and meet the research standard will need to conduct the following steps:
 - i. Conduct a limited review of Faculty to determine which current Faculty qualify for the Research/Creative Activity Release.

1. Tenure-track faculty (typically those in years 0-5) will automatically receive the release until their first full evaluation (tenure evaluation).
 2. Faculty with tenure at the associate professor level (typically those in years 6-10) will automatically receive the release until their full evaluation for promotion to “Professor”, unless the period for evaluation has already passed.
 3. Faculty with tenure who were recently promoted to the “Professor” level (typically those in years 11-15) or have received the Full Professor Salary Adjustment within the previous five years will automatically receive the release until their PPE.
 4. Faculty with tenure at the “associate professor” or “professor” level who have completed at least one PPE since promotion will be eligible to apply for the research release by submitting a research dossier describing how their research efforts during the last 5-year period meet the DAA standard of the DED. Submission dates will follow the usual PPE dates.
 5. Research dossiers submitted in 4) above will follow the same review of scholarly/creative activity as those for tenure and promotion as described in Article XV (personnel committee, department head, dean and Provost reviews) and the DED.
- ii. Amend the DID to detail the Research/Creative Activity Release by eliminating all other equivalencies (Appendix A, B, C and D) and adding a new appendix providing for the release and the remaining equivalencies (double sections, team teaching, and contact hours). EMU and the EMU-AAUP will develop a standardized appendix to facilitate this process. The DID must also detail a mechanism for avoiding conflicts of interest in the application review committee.
 - iii. Amend the DED with an appendix establishing the criteria for a “major” and “minor” activity.
 - iv. The revisions to the DED and DIDs (with signatures and the department vote) must be submitted to Academic Human Resources by November 1, 2021.
- e. Departments opting for the Research/Creative Activity Release that do not meet the research criteria will need to conduct the following steps:
 - i. Tenure-track faculty (typically those in years 0-5) will automatically receive the release until their first full evaluation (tenure evaluation).
 - ii. Amend the Departmental Evaluation Document (DED) to achieve compliance with the 1b standard, including an appendix specifying the criteria of a “major” and “minor” activity.

- iii. Amend the Departmental Input Document (DID) to detail the Research/Creative Activity Release by eliminating all other equivalencies (Appendix A, B, C and D) and adding a new appendix providing for the Research/Creative Activity Release and the remaining equivalencies (double sections, team teaching, and contact hours). EMU and the EMU-AAUP will develop a standardized appendix to facilitate this process. The DID must also detail a mechanism for avoiding conflicts of interest in the application review committee.
- iv. The revisions to the DIDs and DEDs (with signatures and the department vote) must be submitted to Academic Human Resources by November 1, 2021. The DED Committee (MP458) will meet in November to review all revisions with the goal of completing these reviews by the end of the Fall semester.
- v. With the approved DED and DID, conduct a limited review of Faculty during Winter 2022 to determine which current Faculty qualify for the release. Faculty members who need to submit a research dossier to determine if they satisfy the 1b standard over the past five (5) years will use the timeline associated with promotion.