

INTERIM SIDE LETTER
Article 15 – Tenure

The State System and APSCUF enter into this side letter to adapt the provisions of Article 15 of their collective bargaining agreement to the State System's consolidation plans involving Bloomsburg, Lock Haven and Mansfield Universities in the Northeast, and California, Clarion and Edinboro Universities in the West. This side letter is intended to apply only to the two consolidated universities, and shall not create a precedent for any other types of decisions related to these consolidations, nor to any future consolidation, merger, or reorganization of any sort involving other Universities within the State System.

1. Status upon Consolidation
 - a. All tenured FACULTY employed at any of the three existing Universities as of the date of the consolidation shall carry their tenure with them to the new, consolidated university.
 - b. All probationary FACULTY employed on the tenure track at the three existing Universities as of the date of the consolidation shall continue their employment at the consolidated university, and shall carry with them all probationary service credited by the preexisting University under Article 15, Section B to the new, consolidated university. Nothing in this subsection shall prevent the non-renewal of a probationary FACULTY in accordance with the provisions of Article 12, Section F.2. of the collective bargaining agreement.
2. University-Wide Tenure Committee
 - a. Procedure for Selection of University-Wide Tenure Committee
 - (1) As soon as practicable following determination of the organizational structure and the program array to be offered at each of the new consolidated universities, the parties shall establish an interim committee in each region (Northeast and West) to develop the procedures for selection of FACULTY to serve on the university-wide tenure committee at each consolidated university, in accordance with the provisions of subsection (2), below. This interim committee shall consist of two FACULTY from each of the three, existing university-wide tenure committees, elected by the members of those existing university-wide tenure committees.
 - (2) The procedure for selection of FACULTY to serve on the university-wide tenure committee at each consolidated university shall ensure equal representation from the three campuses

comprising the consolidated university, and shall, to the greatest extent possible, ensure broad representation from disciplines within the program array and organizational structure of the consolidated university.

(3) The interim committee shall finalize the procedure and publish it to all regular FACULTY at the three existing Universities no later than February 1, 2022.

b. The election of the University-wide tenure committee for the consolidated university will be conducted in accordance with the procedures adopted by the interim committee established under subsection a. of this Section.

3. Departments Comprised of Faculty at Multiple Campuses

a. For any department whose FACULTY are located at more than one campus within the consolidated university, the department tenure committee established under Article 15, Section E.1.a. shall include proportionate representation, with at least one committee member from each campus that is home to department FACULTY.

b. This side letter shall be read in conjunction with the Interim Side Letter regarding Article 6 – Department Chairpersons, with regard to the role of campus department leads, where applicable.

4. Tenure Policies

a. To the extent that the tenure policies, procedures, standards or requirements may differ among the three existing Universities that are being consolidated, probationary FACULTY on the tenure track who were hired prior to the consolidation shall be subject to the policies, procedures, standards and requirements in effect at their original, existing University through the time that they are considered for tenure.

b. To the extent that tenure policies, procedures, standards or requirements may differ among the three existing Universities that are being consolidated, all relevant individuals, including departmental committee members, department chairs, university-wide tenure committee members and academic administrators shall be furnished with the tenure policies, procedures, standards and requirements from each existing University.

