

**INTERIM SIDE LETTER**  
**Article 16 – Promotions**

The State System and APSCUF enter into this side letter to adapt the provisions of Article 16 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 FACULTY employed at any of the three existing Universities as of the date of the consolidation shall carry their rank with them to the new, consolidated university.
  - b. All FACULTY awarded promotion during the academic year preceding consolidation shall receive the commensurate salary increase under Article 16, Section C, effective at the start of the Fall semester following consolidation.
2. University-Wide Promotion Committee
  - a. Procedure for Selection of University-Wide Promotion 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 promotion 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 promotion committees, elected by the members of those existing university-wide promotion committees.
    - (2) The procedure for selection of FACULTY to serve on the university-wide promotion 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 FACULTY at the three existing Universities no later than February 1, 2022.

b. The election of the University-wide promotion 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 promotion committee established under Article 16, Section B.6. 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. Promotion Policies and Procedures

a. To the extent that the Statement of Promotion Policies and Procedures referenced in Article 16, Section B.1. differ among the three existing Universities that are being consolidated, and a new Statement of Promotion Policies and Procedures has not been created, FACULTY who were hired prior to the consolidation shall be subject to the Statement of Policies and Procedures in effect at their original, existing University for all applications for promotion submitted during the first two years following consolidation. The parties agree that Local Meet and Discuss in each region will begin developing the new Statement of Promotion Policies and Procedures as soon as practicable following election of the University-wide promotion committee for the consolidated university. Local Meet and Discuss for purposes of this subsection will be comprised of individuals from the Local Meet and Discuss teams from the three existing Universities in each region, as identified by APSCUF and the State System, respectively.

b. To the extent that the Statement of Promotion Policies and Procedures differ among the three existing Universities that are being consolidated, all relevant individuals, including departmental committee members, department chairs, university-wide promotion committee members and academic administrators shall be furnished with the

Statement of Promotion Policies and Procedures from each existing University.

5. In all other respects, the provisions of Article 16 shall apply to FACULTY at the consolidated universities.

  
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For STATE SYSTEM                      10/19/21  
Date

  
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For APSCUF                              10/21/21  
Date