

Memorandum of Understanding
Article 14 – Promotions

This Memorandum of Understanding is entered into this _____ day of _____, 2010, between the University of South Florida Board of Trustees (“Board of Trustees”) and the United Faculty of Florida (“UFF”).

WHEREAS, the UFF is the certified bargaining agent for a unit of employees of the University of South Florida;

WHEREAS, the parties are currently engaged in collective bargaining negotiations;

WHEREAS, the parties desire to implement instructor promotion reviews without waiving future rights to bargain with respect to wages, hours and other terms and conditions of employment.

NOW THEREFORE, the parties agree as follows:

1. For the purposes of implementing 2008-09 CBA Article 14.6, eligible University employees may first apply for promotion to Instructor II or Instructor III between the ratification of this Memorandum and June 30, 2010, if originally hired on or before August 7, 1995; between July 1, 2010, and June 30, 2011, if originally hired on or before August 7, 1998; between July 1, 2011, and June 30, 2012, if originally hired on or before August 7, 2001; and between July 1, 2012, and noon on the day three years after ratification of this Memorandum if originally hired on or before August 7, 2005.
2. Eligible University employees may apply for promotion to Instructor II or Instructor III earlier than the first interval described in paragraph (1) if the employee’s department/unit chair/head and the University agree that it would be appropriate for the employee to apply for promotion.
3. After noon on the day three years after ratification of this Memorandum, University employees shall generally be eligible to apply for promotion to Instructor II if they have been continuously employed for at least five years at the time of application for promotion or to Instructor III if they have been continuously employed as Instructor II for at least five years at the time of application for promotion.
4. The University may direct departments/units to review materials of eligible University employees applying to be promoted to Instructor II or Instructor III on an annual cycle different from the review cycle for promotion and tenure of other employees.
5. Within thirty days of the ratification of this Memorandum, the University shall compile a list of eligible employees and the dates at which they may apply for promotion under paragraph (1), shall notify each eligible employees of the date for that employee, and shall provide the list to the UFF-USF Chapter.

UNITED FACULTY OF FLORIDA

USF BOARD OF TRUSTEES

By:

By:

UFF/USF Proposal #2 Article 14 MOU January 15, 2010

Date _____, 2009

Date _____, 2009