

APPENDIX J

Memorandum of Agreement

1. Upon ratification of the collective negotiations agreement, the parties agree to establish 3 separate committees to discuss further the following contract provisions:

X (Faculty Personnel Grievance Procedure)
XIX D (motor vehicle registration fee)
Appendix B (Faculty Academic Service Increment Program).

Each committee shall discuss one of the provisions.

The parties will confer in advance of each committee meeting to formulate an agenda for the purpose of assuring that appropriate representatives of the parties attend the meetings.

2. Within 30 days of ratification of the 2003-2007 collective negotiations agreement, the AAUP shall commence these discussions by indicating to the University the specific aspects of these issues that it wishes to discuss. The parties agree to meet at mutually agreed upon reasonable times and places and with reasonable frequency to discuss the issues identified by the AAUP as well as any aspects of these issues that the University wishes to discuss.

3. The parties agree that each committee will meet up to 7 times, more if the parties agree, to discuss these issues. If there is agreement by the parties to make changes in any of these areas, they will memorialize the agreement in writing and will implement any changes per their agreement. The current contract provisions concerning these subjects remain in effect unless and until the parties mutually agree to make changes.

4. The parties agree that after the committee meetings identified in paragraph 3, either side may enlist the assistance of a mutually agreed upon third-party neutral, the costs of which will be divided equally by the parties. The parties agree to meet with the third-party neutral (together or separately, as the neutral recommends) for no more than three (3) meetings, unless the parties mutually agree to have more meetings. The third-party neutral shall have no authority to make either oral or written recommendations.

5. The parties agree that there shall be no further third party process or impasse procedures in connection with the discussions described in this Memorandum of Agreement. Alleged violations of this Memorandum of Agreement shall not be subject to the parties' grievance-arbitration procedure, but may be brought to the Committee on Professional Relations for discussion.