

Tentative Agreement

This agreement is to modify and amend the 2017-2020 collective bargaining agreement (“CBA”) between the University of Massachusetts Amherst and the MSP as permitted by the Memorandum of Understanding: “Faculty with Extension and Research Titles” appended to the CBA. The following provisions will be added to Article 21: “Non-Tenure Track Faculty.”

21.10R Provisions specific to research faculty.

21.10.1R Progressive Research Faculty Titles. The progressive ranks of research faculty shall be: Research Assistant Professor, Research Associate Professor and Research Professor. Research faculty titles shall only be used for faculty members who meet all of the following criteria: (1) their salaries are paid entirely from grant funds; (2) their appointments are not considered probationary and they are not eligible for tenure; (3) their responsibilities are primarily in the area of research.

In most cases, each term of the research appointment should not exceed one year, and in no case may a single term exceed five years. Research faculty appointments may be terminated due to a reduction or elimination of grant funds with thirty days written notice. Non-reappointment at the end of a term or termination of an appointment due to a reduction of funds shall not be subject to the grievance procedure.

21.10.2R Progression in ranks.

(a) Research Assistant Professors who have completed six years of full time equivalent service are eligible for promotion to Research Associate Professor.

(b) Research Associate Professors who have completed six years of full time equivalent service in that title are eligible for promotion to Research Professor.

21.10.3R Eligibility for promotion. All Research Assistant Professors with at least six years of full-time-equivalent service or in a position, excluding student employment, with duties and responsibilities substantially the same as a Research Assistant Professor, will be eligible for consideration for promotion to the rank of Research Associate Professor. All Research Associate Professors with at least six years of full-time-equivalent service as a Research Associate Professor or in a position, excluding student employment, with duties and responsibilities substantially the same as Research Associate Professor, will be eligible for consideration for promotion to the rank of Research Professor. Service in other titles not explicitly enumerated herein or service in comparable positions at other institutions may be credited towards eligibility for promotion at the time of appointment to a research faculty position if it is included in the offer letter or written agreement.

21.10.4R Promotion Standards and Criteria: In addition to having accrued the necessary service credit, and possession of the appropriate terminal degree, a candidate for promotion to Research Associate Professor must demonstrate evidence of:

- (a) A record of achievement sufficient to have gained recognition on and off campus from scholars or professionals in the candidate’s field of academic specialization; and
- (b) Promise of continuing professional development and achievement

In addition to having accrued the necessary service credit, and possession of the appropriate terminal degree, a candidate for promotion to Research Professor must demonstrate evidence of:

- (a) A record of achievement sufficient to have gained substantial recognition on and off campus from scholars or professionals in the candidate's field of academic specialization; and
- (b) Promise of continuing professional development and achievement

21.10.5R Review Process: Candidates for promotion to the rank of Research Associate Professor or Research Professor shall follow this review process:

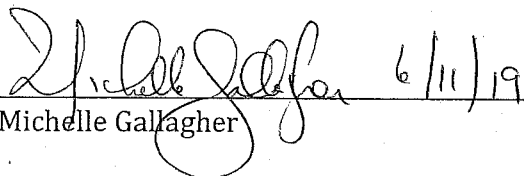
- (a) Candidates who believe they are eligible to apply for promotion consult with the Department Chair/Head to confirm eligibility.
- (b) The candidate assembles a portfolio of accomplishments in his/her area(s) of responsibility, including a personal statement, a current curriculum vitae, and all other materials that he or she believes will be essential to an adequate consideration of the case and submits the portfolio to his/her Department Head/Chair.
- (c) The candidate must supply a list of scholars or professionals in other University departments and from outside the University, to serve as evaluators to the Department Head/Chair with the portfolio. The Head/Chair solicits evaluations from the individuals suggested by the candidate and may solicit evaluations from other relevant scholars and professionals.
- (d) The Department Personnel Committee reviews the portfolio and forwards its vote and recommendation to the Department Head/Chair, simultaneously sending a copy to the candidate.
- (e) The Department Head/Chair reviews the portfolio and forwards his/her recommendation to the relevant College Personnel Committee simultaneously sending a copy to the candidate.
- (f) The College Personnel Committee reviews the portfolio and forwards their vote and recommendation to the Dean, simultaneously sending a copy to the candidate.
- (g) The Dean reviews the portfolio and forwards his/her recommendation to the Provost, simultaneously sending a copy to the candidate.
- (h) The Provost reviews the portfolio and informs the candidate and all previous levels of review of his/her decision.

21.10.6 Timing: The candidate may submit his/her portfolio during the spring semester immediately prior to the academic year in which he or she will accrue the equivalent of six years of full-time service in his/her current rank. The review process will be conducted during the following academic year; resulting promotions will be effective on the following September 1st. The candidate will be notified of the Provost's decision no later than August 15 of the summer after the academic year in which the review takes place.

21.10.7R Effective Date of Promotion: The promotion of a successful candidate will take effect on September 1 of the academic year following the Provost's decision.

Agreed this 11th day of June, 2019:

MSP

By:  6/11/19
Michelle Gallagher

UMass Amherst

By: Michael Eagen 6/11/19
Michael Eagen