

MSP one-year contract extension
June 30, 2020

Summary of Tentative Agreements

1. Bereavement Leave:
 - Increase to five days guaranteed paid leave for the death of a family member
 - Expansive definition of family: relatives by blood, adoption, or marriage; a significant other; or a member of the household
 - Leave for the death of a non-family loved one can be approved by supervisor
 - Leave may be used within 30 days or within one year for funeral or memorial
2. Sick Leave Process:
 - Department chair/dean receives leave request but does not have access to confidential medical information
 - Medical practitioner determines necessary leave
 - TDY delays for family or medical reasons will be reviewed confidentially by the Sick Leave Committee and approved by the dean and provost
3. Flex time: Librarians' access to flex time upon agreement with department head
4. Salary floors and promotional increments for Clinical, Research, and Extension Faculty are the same as those for Tenure-Track Faculty
5. Professional Improvement Leave expanded to include Extension and Clinical Faculty
6. Non-tenure-track faculty on continuous appointment eligible for Lilly Teaching Fellowships
7. State Employees Responding as Volunteers (SERV): statewide program allows paid leave for community service one day each month
8. Research-intensive semester for pre-tenure faculty guaranteed in all colleges and schools
9. AFR/ALR joint MSP-administration committee established to revise the forms
10. AFR/ALR clarification of individuals' time to respond to comments
11. Tenure process clarifications:
 - Specifies dates for submitting tenure files for external review tenure process
 - Process for soliciting internal letters from on-campus colleagues
 - No more off-cycle tenure cases; January hires will be reviewed the following September with raises retroactive to January
12. Guarantee of sufficient office space for tenure-track faculty as well as non-tenure-track faculty
13. Promotion to Full Professor: include language from the Red Book that includes accomplishments in all areas of the faculty member's job description
14. Partner Employment Program integrated into the collective bargaining agreement
15. Appointment or reappointment can be granted in a form or a letter; terms and conditions must be specified
16. Gender-neutral language throughout the collective bargaining agreement