

## Memorandum of Agreement for AY23 Promotions to Sr Lecturer III

This agreement is by and between the University of Massachusetts Boston (the University) and the Faculty Staff Union/MTA/NEA (the Union) in final agreement of Article 21 (Boston) successor negotiations for the 2020-2023 collective bargaining.

The terms and conditions of Article 21, section 21.12.(c) through (g) in the 2020-2023 collective bargaining agreement shall apply to all bargaining-unit members applying for promotion to the rank of Senior Lecturer III on or before January 23, 2023, to be effective September 2023.

### Overview

An unintended consequence of the new rank is many Senior Lecturers II are eligible and will be applying for promotion during AY2022-23. As a result of this expected high number of promotion applications, the CPCs will have a much higher workload.

The University and the Union want to ensure all applicants receive a comprehensive and fair review and recommend that each DPC review and confirm their departmental procedures for each NTT promotion consideration. However, given the unique one-time circumstance in which so many reviews may be conducted in one year, the parties agree to a modification to the standard promotion review procedures for those applying to be a Senior Lecturer III during the 2022-23 academic year. The parties hereby agree to the following:

### AY2022-23 Senior Lecturer III Review Process

#### Applicant Submittal

Candidates applying for promotion to Senior Lecturer III will submit to their department chair a current *curriculum vitae* and a cover letter of not more than four (4) pages. It will focus on summarizing their teaching and service (and scholarship, if applicable) since their last promotion review. The cover letter will make a case for why the Senior Lecturer II feels they have earned promotion to Senior Lecturer III.

#### Chair Submittal

The department chair will pass along the applicant's materials, the AFRs since their promotion to Senior Lecturer II and, subject to the departmental policies for the use of teaching evaluations, provide a sample of the last 3 years of teaching evaluations to the DPC for their review.

#### DPC Review

The DPC will write a concise recommendation letter based on the review of the submitted materials. They may request any other materials they deem appropriate or necessary to render a recommendation.

#### Chair Review

The chair will review the DPC recommendation and materials and write their letter of recommendation.

#### CPC Review

The CPC will receive the DPC recommendation letter, the department chair letter, and the submitted materials for the applicant and write their concise recommendation.

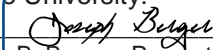
#### Dean Review

The dean will receive the submitted materials and the recommendations from the DPC, department chair, and CPC and forward their recommendation to the provost.

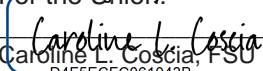
#### Provost Review

The provost will receive all recommendations and materials from the dean and, prior to making a decision that may be contrary to the department or dean's recommendations, will invite the dean to provide additional information.

For the University:

  
Joseph B. Berger, Provost & VCAA  
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For the Union:

  
Caroline L. Coscia, FSU President  
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8/8/2022