

[Via Electronic Mail]

April 9, 2025

Dr. Laura Field
President, AFT, Local 1904

Re: Implementation of Teaching Faculty Personnel Advisory Committee ("TF-PAC") - School of Nursing

Dear Dr. Field,

The purpose of this letter is to memorialize the University and the AFT Local 1904's understanding in relation to the implementation plan for the composition of TF-PACs in the School of Nursing.

Due to unforeseen implementation challenges relating to teaching faculty eligibility to participate on the TF-PACs within the School of Nursing, the University and Local agree to waive Paragraphs 4.4 A.b.i, 4.4 A.b.iv, and 4.4 A.b.v of the Agreement on Teaching Faculty (NTTPs) dated October 10, 2024.

This mutually agreed upon waiver of the above-referenced provisions will enable the School of Nursing to develop Nursing TF-PACs with teaching faculty and tenured/tenure-track faculty from the School of Nursing who have been at the university less than 6 years (4.4 A.b.iv). This also allows Nursing teaching faculty who are up for reappointment to serve on a TF-PAC that is not reviewing their reappointment materials (4.4 A.b.v) and allows the School of Nursing to borrow TF-PAC members from other colleges as needed (4.4 A.b.i). Paragraph 4.4.A.c.iii still applies: "TF-PAC committee shall consist of no more than two (2) Tenure-track Faculty members." These exceptions shall remain until such time as the School of Nursing has the requisite number of teaching faculty that meet the eligibility to serve criteria as outlined in the Agreement on Teaching Faculty (NTTPs) or the next two (2) TF reappointment and promotion cycles, whichever comes first.

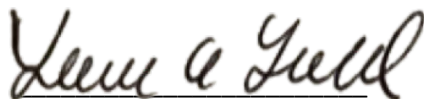
All other terms and conditions of employment under the Teaching Faculty Agreement shall remain in full force and effect. This agreement is specific due to the unique and unforeseen circumstances related to TF-PAC eligibility in the School of Nursing. As such, this arrangement shall not establish a precedent for future teaching faculty TF-PAC reviews or alter any other reappointment and promotion procedures.

Sincerely,



Carly Hamilton
Assistant Vice President, Employee and Labor Relations

If the above reflects your understanding of the agreement, please affix your signature below.



AFT Local 1904

4/9/2025

Date

cc: Junius Gonzales, Provost
Mary Colon, AVP Personnel
Meredith Gatzke, CHRO
HR File