

**Memorandum of Agreement Between
Rutgers, The State University of New Jersey, the Rutgers Council of AAUP Chapters, American
Association of University Professors-American Federation of Teachers, and the Part-Time Lecturer
Faculty Chapter, Rutgers Council of AAUP Chapters, American Association of University
Professors-American Federation of Teachers, AFL-CIO**


Due to the continuing impact of the COVID-19 pandemic during academic year 2020/2021, Rutgers, The State University ("University"), the Rutgers Council of AAUP Chapters, American Association of University Professors-American Federation of Teachers ("AAUP-AFT"), and the Part-Time Lecturer Faculty Chapter, Rutgers Council of AAUP Chapters, American Association of University Professors-American Federation of Teachers, AFL-CIO ("PTL Chapter"; AAUP-AFT and the PTL Chapter are collectively referred to herein as the "Unions") agree as follows:

1. AAUP-AFT non-tenure track ("NTT") faculty whose review for reappointment or promotion has been initiated by a department or unit on the date this Memorandum of Agreement is fully executed by all parties or later shall have the option to exclude Fall 2020 and Spring 2021 teaching evaluations from promotion and reappointment packets submitted for review during academic year 2021-2022 or later. This option to exclude teaching evaluations shall apply only to: (1) NTT faculty reappointments to the same rank and promotions to the rank of assistant professor and equivalent for academic year 2021-2022 or later governed by the NTT Short Form, which are initiated by a department or unit on the date this Memorandum of Agreement is fully executed by all parties or later; and (2) NTT faculty promotions equivalent to the rank of Associate Professor and above for academic year 2021-2022 or later governed by the Academic Promotion Instructions for NTT faculty ("NTT Promotion Instructions"), which are initiated by a department or unit on the date this Memorandum of Agreement is fully executed by all parties or later. NTT faculty meeting the foregoing criteria who wish to exercise this option, including NTT faculty evaluated on the NTT Short Form, shall complete and submit "Supplemental Form NTT 1" which will be disseminated by the University, with instructions, after this Memorandum of Agreement is fully executed by all parties.
2. Part-Time Lecturers ("PTLs") in the PTL Chapter shall have the option to exclude Fall 2020 and Spring 2021 student evaluations from packets and documents considered by a department or unit relating to PTL appointment and advancement decisions for Fall 2022 or later. PTLs who wish to exercise this option shall notify their Chairs and Deans of their decision via email dated no later than June 30, 2022.
3. The University and the Unions agree that this Agreement is non-precedential and may not be relied on by either party in support of any grievances, claims, demands or causes of action of any kind, except to enforce the terms of this Agreement. Except as set forth herein, this Memorandum of Agreement shall not otherwise alter, amend or modify any collective negotiations between the Unions and the University.
4. In executing this Agreement, faxed or electronic signatures shall be acceptable.

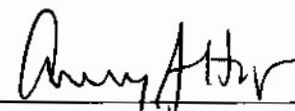
March 31, 2022 University Proposal

By: 
Rutgers Council of AAUP Chapters, AAUP-AFT

Dated: 31 March 2022

By: 
Rutgers, The State University of New Jersey

Dated: March 31, 2022

By: 
Part-Time Lecturer Faculty Chapter, Rutgers
Council of AAUP Chapters, AAUP-AFT, AFL-CIO

Dated: 3/31/22