

Memorandum of Agreement

Personnel Committee structure for the 2026-2027 school year

UPI and the University agree to the following regarding the retention/promotion/tenure/PFYAA evaluation process and Personnel Committees for the newly created Schools:

To ensure consistency and a smooth transition for applicants seeking retention, promotion, and/or tenure in newly formed schools during the 2026–2027 academic year, existing Department Personnel Committees (DPCs) and their current associated criteria will remain in effect for one year. The individual DPCs within each newly formed school will provide the Personnel Committee evaluation for the 2026-2027 school year.

In newly formed schools, DPC chairs will serve together on a School Personnel Committee (SPC) tasked with developing, throughout the academic year, School-level criteria to be implemented in the 2027-2028 school year, in accordance with the process described in Article 20.4. These documents may continue to reflect discipline-specific standards as appropriate. Schools that did not undergo structural changes (beyond college reporting lines) will continue to operate under their existing SPC and associated criteria documents.

In newly formed schools, the above referenced SPC will be tasked with developing, throughout the academic year, School Workload Equivalent (SWE) to be implemented in the 2027-2028 school year in accordance with the process found in Article 18.2.c.1. These documents may continue to reflect discipline-specific standards as appropriate. Schools that did not undergo structural changes (beyond college reporting lines) will continue to operate under their existing SWE and associated workload documents.

In all cases, School Directors will provide the immediate supervisor's evaluation letter that reflects the current criteria and assigning workloads in accordance with Article 18.13 and SWE and associated workload documents. This language is subject to any negotiated changes in subsequent contracts.

The above stated Memorandum of Agreement has been agreed upon by both parties on the following dates:

Merrill Cole

Dr. Merrill Cole
UPI President

Jessica Lin

Dr. Jessica Lin
Associate Provost/Contract Administrator

