

MEMORANDUM OF UNDERSTANDING

BETWEEN

**DELTA COLLEGE AND DELTA COLLEGE FACULTY ASSOCIATION,
MEA/NEA REGARDING PROMOTION AND TENURE PROCESS**

This Memorandum of Understanding ("MOU") is entered into between and among Delta College ("College") and the Delta College Faculty Association, MEA/NEA ("DCFA") (individually, a "Party" and collectively, the "Parties"). The Parties hereby agree to the following terms; the Parties hereby agree that this MOU cannot be changed unless by a written agreement signed by an authorized representative of each Party; and, the Parties agree that these terms will supersede any policies or practices inconsistent with these terms:

The current process reads as "The College Promotion/Tenure Committee shall submit their report to the Chief Academic Officer no later than February 15." (CBA 6.5.2.B.9)

After a review of the process at the conclusion of the current Promotion and Tenure cycle it was agreed that the statement should be changed to read "The Chief Academic Officer shall write the report and provide an opportunity for the College Promotion/Tenure Committee to review and provide edits to the report. This change will persist throughout the term of the current Collective Bargaining Agreement.

All terms in the CBA and other MOUs between the Parties not inconsistent with this MOU shall continue to apply. This MOU is not precedent-setting and cannot be used as evidence of a practice or policy at the College.

Delta College  Date 3/21/23

DCFA/MEA/NEA  Date 3/21/23