



Office of the Provost

Contract Implementation Committee (CIC)

Memorandum of Understanding on Extensions of Visiting Positions

The purpose of this document is to detail steps to allow the administration to extend a visiting position beyond the duration defined in the CBA.

CSU-AAUP Article 12.4 of the collective bargaining agreement states:

Visiting appointments may be made as either a Visiting Professor or a Visiting College Lecturer with rank dependent on qualifications. Such appointments shall be made for one (1) year, with the possibility to be renewed twice for one (1) additional year each, for a total of three (3) years. Should the Administration convert the visiting position to a permanent line (tenured or tenured track, college lecturer, clinical or professor of practice position), the visiting appointment may be renewed for an additional year, for a total of four (4) years. A person who served as a Visiting Faculty member in a position that was converted to a permanent position may apply for the permanent position. Visiting faculty who complete their appointment term are eligible for subsequent visiting appointments, as long as the appointments are not consecutive. Exceptions may be made in cases where a new Visiting position is qualitatively different from the prior appointment. Neither the initial appointment, nor any renewal thereof, leads to or grants tenure or promotion.

Due to budgetary constraints at Cleveland State University, the administration would like to extend several visiting positions beyond a third year without any guarantee of a conversion to a permanent line.

The CSU-AAUP and Administration agree that the process of extending a visiting position, without a search, under these circumstances would be:

1. The bargaining unit faculty in the affected department would hold a vote on whether they are willing to extend the position an additional year without any guarantee of a conversion to a permanent line.
2. With a documented majority affirmative vote of the bargaining unit faculty, the name of the visiting faculty member and the vote documentation will be forwarded to the CSU-AAUP and an extension will be offered.
3. With a documented majority negative vote of the bargaining unit faculty, the name of the visiting faculty member and the vote documentation will be forwarded to the CSU-AAUP and an extension will not be offered.

Both CSU-AAUP and Administration acknowledge that this MOU is valid only for visiting positions and extensions into the 2024-2025 academic year and sets no precedent toward any other positions or years.

CSU-AAUP CIC Signature:

*Andrew Shiffman*

Administration Signature:

*[Signature]*

Date:

1/31/2024