

Memorandum of Understanding

Between Montana University

System

And

MFPE, LOCAL 119 University Faculty Association

This Memorandum of Understanding is between the Montana University System, hereafter referred to as the "MUS," and the MFPE, LOCAL 119 University Faculty Association, hereafter referred to as the "Association."

The reason for MOU is to clarify language in the CBA, including Appendix A. The MUS and Association agree to the following points of clarification.

- Policy 350 allows for Adjunct, Visiting, Research, and Clinical faculty to be promoted from the rank of Assistant through Full Professor (CBA – App. A, page 120, Requirements for Titles and Ranks)
- The CBA states in section 10.110.1.d, "no faculty member may be promoted to full professor on the basis of teaching and service alone."
- Policy 350 (CBA – App. A, page 118, Research Faculty) states that "Research faculty members on non-tenurable appointments can receive salary increases, merit increases, and promotions on the basis of assigned activity consistent with the requirements of the CBA and Unit Standards, and contingent upon available funding." The "available funding" refers to the extramural funding source for the research faculty member's salary.
- Instructional faculty (Adjunct, Visiting, and Clinical) members on non-tenurable appointments can receive salary increases, outstanding performance increases, and promotions on the basis of assigned activity consistent with the requirements of the CBA and Unit Standards, and contingent upon available funding.

This MOU becomes effective upon the last signature and will be sunset on 30 June 2027.

DocuSigned by:

John Miller Shearer

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UFA President
9/24/2025

DATE

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Adrea Lawrence

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UM Provost
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Kerry Davant

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