

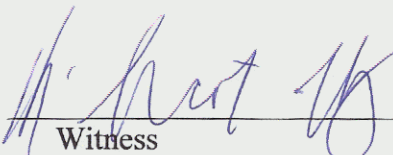
MEMORANDUM OF UNDERSTANDING REGARDING FACULTY PRACTICE OPTION

This Memorandum of Understanding Regarding Faculty Practice Option in the College of Nursing regarding Instructors (“MOU”) is made by and between The University of Akron (“The University”) and the American Association of University Professors, University of Akron Chapter (“Akron-AAUP”) (collectively, “the parties”) for the purpose of addressing the issues below, given that the parties are in the process of negotiating a collective bargaining agreement. The parties hereby agree as follows:

1. The practice requirements for faculty appointed as Instructor in the Faculty Practice Option (“FPO”) are suspended effective September 1, 2005 and shall not be reinstated unless and until the parties bargain in good faith and either reach a mutually agreed resolution of the issue, or The University lawfully implements its last, best and final offer in the context of its implementation of a comprehensive last best and final offer regarding the entire bargaining unit.
2. All other matters regarding FPO shall continue as per the status quo, including the following:
 - a. Distribution of FPO revenue shall be allocated seventy percent (70%) to individual faculty accounts and thirty percent (30%) to a College of Nursing account;
 - b. Individual faculty members will have access to the member’s own account for the purposes for which those accounts have been used historically;
 - c. The Dean shall have access to the College’s account for the purposes for which she has used that account historically; and
 - d. An individual faculty member who leaves the College shall have input as to how that member’s account is to be used, as has been done historically.
3. The parties shall work together in good faith to reach resolution regarding a new model to address issues of reappointment, promotion and tenure, which, if successfully resolved, may be implemented as part of this MOU.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Agreement to be made effective this 22nd day of April, 2005.

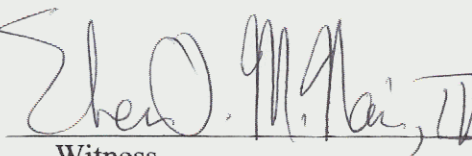
THE UNIVERSITY OF AKRON



Witness

By: 

THE AMERICAN ASSOCIATION OF
UNIVERSITY PROFESSORS,
UNIVERSITY OF AKRON CHAPTER



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