

MONTGOMERY COLLEGE
Office of Human Resources, Development, and Engagement

March 13, 2014

Professor Daniel Wilson
President
Montgomery College Chapter
American Association of University Professors
Rockville, MD 20850

Dear Professor Wilson:

This confirms the understanding between the College and the Chapter regarding Department Chairs. When a faculty member accepts the appointment of Department Chair, the employee will leave the AAUP bargaining unit for the duration of the term(s) as Department Chair. The evaluation cycle as a bargaining faculty member will be suspended, and the employee will be evaluated annually on duties as Department Chair.

A Department Chair's term may end due to expiration, voluntary resignation, or removal based on performance. A Department Chair may resign during the course of the term provided that he or she completes a full semester. Except in cases where the Department Chair is subject to dismissal for cause unrelated to performance, upon conclusion of the appointment, the employee will return to his or her bargaining faculty position. Compensation and benefits will return to the ten-month faculty salary and will include all salary adjustments and increases in rank that would have been attained during their time as Department Chair. The faculty member's evaluation cycle will resume from the point where it was suspended at the time of appointment as Department Chair.

If these terms are consistent with the discussion and meet with the Chapter's approval, please sign and return one original of this letter.

Sincerely,



Jacia T. Smith
Director of Employee & Labor Relations, and Recruitment



For the Chapter—Daniel Wilson, President

3-25-14

Date