
MEMORANDUM OF AGREEMENT
between the
Council on Postsecondary Education
and
RIC/AFT, Local 1819

This Memorandum of Agreement (MOA) is entered into by and between the **Council on Postsecondary Education** (hereinafter referred to as “the Council”) and the **Rhode Island College Chapter of the American Federation of Teachers, Local 1819** (hereinafter referred to as “RIC/AFT”), collectively referred to as “the Parties.”

Purpose

The purpose of this MOA is to clarify and establish the mandatory tenure review dates for tenure-track faculty members hired during the Fall 2022 academic semester at Rhode Island College.

Agreement

1. Tenure Review Timeline

- All tenure-track faculty members hired in Fall 2022, namely **Megan Smith, Lawrence Okai, Joan Walsh, Alia Hadid, Mary Archibald, Sherri Cumming, Peri Leviss, Veronica Denison, Cary Donaldson, Casey Williams, and Nandita Gurjar**, shall undergo mandatory tenure review no later than their **sixth year of service**, consistent with the provisions outlined in the collective bargaining agreement between the Council and RIC/AFT.
- The mandatory tenure review shall occur during the **2027–2028 academic year**, with final decisions rendered no later than **May 2028**.

2. Exceptions

- Faculty members who have received approved leaves of absence or other adjustments to their tenure clock shall have their mandatory review dates adjusted accordingly, as per Article 8 of the collective bargaining agreement.

3. Notification

- The Office of Academic Affairs shall notify affected faculty members of their scheduled tenure review date no later than **October 1, 2026**.

4. Evaluation Criteria

- The criteria for tenure evaluation shall remain consistent with those outlined in the current collective bargaining agreement and applicable institutional policies.

5. Non-precedential Agreement

This Agreement and the provisions herein shall not establish a precedent between the parties; and shall it not be introduced as evidence of a precedent in any future proceedings involving the parties.

Signatures

For the Council on Postsecondary Education

Name: Audemarie Celenew
Title: assistant commissioner, HR & LR
Date: 10/1/2025

For RIC/AFT, Local 1819

Name:  Mikaila Arthur
Title: President, RIC/AFT
Date: 09/30/2025
