

Appendix I

MEMORANDUM OF AGREEMENT

It is hereby agreed between Rutgers, The State University of New Jersey (the "University") and the Rutgers Council of AAUP Chapters (the "AAUP") that, as long as the Article X definitions of a cognizable grievance exclude the allegation of "arbitrary and capricious," the Academic Reappointment/Promotion Instructions, Sections on the Responsibilities of the Department Chair and Responsibilities of the Dean shall continue to begin with the language set forth below:

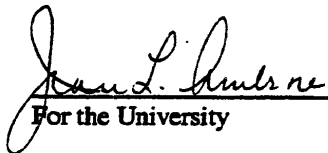
Academic Reappointment/Promotion Instructions:

Section J. Responsibilities of the Department Chair

"The department chair is responsible for ensuring that a thorough, rigorous and appropriately informed process of evaluation take place for each candidate."

Section L. Responsibilities of the Dean

"It is the responsibility of the dean to ensure that a thorough, rigorous and appropriately informed process of evaluation take place for each candidate."


For the University 6/4/99
Date


For the AAUP 6/14/99
Date