

MEMORANDUM OF AGREEMENT

SKIDMORE COLLEGE

and

SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 200UNITED

This Memorandum of Agreement ("MOA") is entered into by and between Skidmore College ("College") and SEIU Local 200United ("Union"), collectively referred to as "Parties", as follows:

1. The College and the Union are Parties to a Collective Bargaining Agreement ("CBA"), effective June 1, 2024, through May 31, 2027.
2. The Parties continue to meet and discuss the ongoing implementation of the CBA, and the terms and conditions of employment it provides.
3. The parties wish to clarify the following Articles of the CBA as they pertain to the terms under which non-tenure-track (NTT) faculty at the Associate and Full ranks may participate in department reappointment, tenure, and promotion processes for tenure-line faculty:
 - a. Article XIX, Section 2B: "All full-time unit members on renewable appointments shall be eligible and may serve on all departmental committees...Departments have the right to hold meetings exclusively for tenure-line faculty when the C/PD deems it appropriate."
 - b. Article XXIV, Section 9: "All full-time unit members in a department or a program at the Associate or Full rank are eligible to participate in the evaluation of faculty within their departments."
4. The parties hereby agree that:
 - a. The DoF/VPAA may require departments and programs to either: (1) mandate that NTT faculty at the Associate and Full ranks participate in tenure-line reappointment, tenure, and promotion cases; or (2) limit the participation of these faculty in such cases.
 - b. If their participation is mandated, NTT faculty at the Associate and Full ranks within the department or program must participate in all aspects of reappointment, tenure, and promotion cases on the same terms as tenure-line faculty.
 - c. If their participation is limited, NTT faculty at the Associate and Full ranks within the department or program will have access to the candidate's submitted materials and may (but are not required to) participate in the department or program's discussion of the case on the same terms as tenure-line faculty. However, they may not participate in any vote (if held by the department or program), write a solicited letter that contributes to the Chair's letter, or review the Chair's letter.
 - d. NTT faculty may write unsolicited letters to ATC and PC.
 - e. Departments and programs may not form *ad hoc* or standing committees open only to tenure-line faculty. This includes committees formed for purposes related to the reappointment, tenure, and promotion of tenure-line faculty. NTT faculty at the Associate and Full ranks who are members of any such committee remain subject to the determination made by the department or program pursuant to paragraph 4(a).

DATED: 6/8/26

SKIDMORE COLLEGE

By: Sarah Delaney Vero

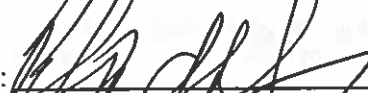
Sarah Delaney Vero
General Counsel and Vice President of
Human Resources

DATED: 05/29/2026

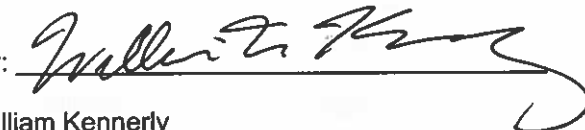
SEIU LOCAL 200UNITED

By: 

Ruth M. McAdams
Union Representative

By: 

Peter R. Murray
Union Representative

By: 

William Kennerly
Union Representative