

MEMORANDUM OF AGREEMENT
ROWAN FEDERATION OF TEACHERS, LOCAL 2373
And
ROWAN UNIVERSITY

WHEREAS, Rowan University (“Rowan” or the “University”) and the Rowan Federation of Teachers, Local 2373 (“AFT” or the “Union”) have negotiated the terms of a Voluntary Separation Incentive Program (“VSIP”) ((in the form of a separate Memorandum of Agreement (“MOA”) dated March 11, 2026)) for which some Rowan employees in positions represented by the AFT are eligible to apply, it has become apparent to both AFT and Rowan that some prospective VSIP applicants are seeking to maintain access to some University resources after separation from employment through the VSIP in order that they may complete existing personal research and academic works.

WHEREAS, Rowan and AFT recognize that the existing parameters and criteria associated with obtaining Emeritus/Emerita Status may not be reasonably attainable by some of these prospective VSIP applicants.

WHEREAS, Rowan and AFT also recognize that providing a method by which these prospective VSIP applicants (who may not qualify for Emeritus/Emerita Status) who are ultimately approved for the VSIP program may obtain reasonable access to University resources to complete existing personal research and academic works in existence at the time of the employee’s separation under VSIP is beneficial to Rowan, AFT and the employee.

MAY

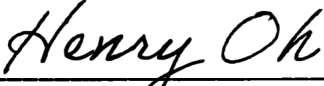
IT IS ON THIS 7th DAY OF ~~APRIL~~, 2026, Rowan and the Union HEREBY AGREE AS FOLLOWS:

1. The University will permit a VSIP applicant in the AFT unit (who may not qualify for Emeritus/Emerita Status) to apply for limited affiliate status with the University, whereby the applicant (if approved for VSIP participation under the March 11, 2026 MOA) may receive qualified access to University resources including things such as the continued use of a Rowan e-mail address, certain required technology systems, and access to Rowan’s library system and library resources.
2. Limited affiliate status will not include parking privileges of the same -type as granted to employees, use of the recreation center, shared desk space, or the ability to participate in robed ceremonial exercises with the University.
3. Any privileges granted and approved under this limited affiliate status will generally extend for no longer than two calendar years after the employee separates from the University via the VSIP program. Should an employee approved for limited affiliate status under this MOA believe that s/he requires limited affiliate status for more than two years, the University will consider any such requests on a case-by-case basis.
4. PROCESS TO APPLY FOR LIMITED AFFILIATE STATUS
In order to apply for limited affiliate status, the eligible VSIP applicant must submit a completed limited affiliate status form (which can be found on the VSIP webpage) to the following email address: 2026VSIP@rowan.edu. This form must be submitted by May 15, 2026.

5. Approved faculty VSIP applicants who apply for and are ultimately approved for limited affiliate status will be sponsored by the Office of the Provost. Approved professional staff VSIP applicants who apply for and are ultimately approved for limited affiliate status will be sponsored by the Office of Human Resources.
6. Notification of whether an application for limited affiliate status is approved will be provided on or about June 1, 2026.
7. Any approval for limited affiliate status is subject to the applicant's required adherence to the Rowan University Acceptable Use Policy, as well as any and all policies of the University which are applicable to the specific resource accesses granted to the applicant. Access to approved resources under the limited affiliate status will be made available to the applicant only after all University due diligence steps associated with the specific granted accesses have been completed and cleared.
8. Approvals under this limited affiliate access MOA will be limited only to those resources necessary for the applicant to fulfill the specific authorized purposes as listed and approved in the applicant's submitted limited affiliate status form. Further, the limited affiliate access will be granted only for the necessary amount of time required to complete those purposes, for up to two years. Should an applicant require more than two years of limited affiliate access, the applicant may request a reasonable extension of time from the sponsor and the sponsor will make a determination as to whether the extension will be granted.
9. If limited affiliate access is granted and the duration of approval for the access is in excess of one year, then any resource granted that requires access to a Rowan system or access to a building using a RowanCard must be renewed prior to the expiration of the first year. It is the responsibility of the person granted limited affiliate access to timely request renewal from the sponsor.
10. Should circumstances arise which call for it, the University reserves the right to modify or eliminate any services or resources granted under this MOA without prior notification.
11. Failure to observe any rules, policies or procedures associated with use of University resources by anyone granted limited affiliate access under this MOA may result in immediate termination of any privileges, services and/or resources.
12. The parties agree that this MOA shall not be subject to the grievance procedure of the Collective Negotiations Agreement between Rowan and the AFT. The parties also agree that any applications for limited affiliation status (or any subsequent extension of time, per paragraph 8 above) not approved by Rowan shall not be subject to the grievance procedures of the parties' Collective Negotiations Agreement.
13. This MOA shall not be deemed to set a precedent and shall not be cited in any other forum.
14. This MOA shall not serve to modify the parties' Collective Negotiations Agreement.

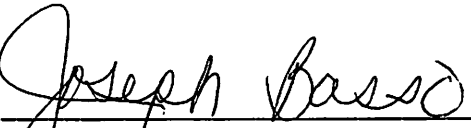
15. This MOA does not affect or otherwise change the March 11, 2026 VSIP MOA between Rowan and AFT.

FOR THE UNIVERSITY:



Henry Oh
Vice President for Human Resources
Rowan University

FOR THE UNION:



Joseph Basso
President
Rowan Federation of Teachers
Local 2373