ARTICLE 31
Transfers

No member of the bargaining unit will be assigned out of unit work without his or her consent. Faculty members from other bargaining units may not be transferred into the IFO bargaining unit without going through the established search process. A faculty member may request to be transferred under the following conditions:

Section A. Within a University. A faculty member may be transferred to another department/program within a university by agreement of the faculty member and the President, after consultation with the affected departments.

Section B. Between Universities. A request for the transfer from one university to another within the IFO bargaining unit shall be considered when vacancies are advertised. Faculty members must apply for the vacancy and go through the normal search process. Applicants for transfer who have applied for the vacancy in the bargaining unit at another university shall have their applications reviewed before other applications are reviewed for that vacancy. Faculty members seeking transfer under this section shall clearly state the same in the faculty member’s letter of application. The final hiring decision shall be made by the President/designee and shall not be subject to the grievance procedure.
Section C. Transferred Rights.

**Subd. 1. Benefits.** For purposes of this article, faculty members may waive certain faculty rights, salary and benefits by agreement of the faculty member, the IFO and the President/designee.

**Subd. 2. Seniority.** Seniority calculation shall be in accordance with the provisions of Article 29. The names of transferred individual faculty members shall be added to the of an existing or new department or program one (1) year after such changes are posted in accordance with Article 20, Section A, Subd. 1.

**Subd. 3. Tenure.** The President of the hiring university may grant tenure, upon employment, to a faculty member transferring from a tenured position at a Minnesota State University. Before granting tenure pursuant to this Subdivision, and in a manner that is consistent with Article 20, the President shall first consult with the affected department and review its recommendation, if any.