WWU Faculty Contract Highlights (May 2008)

Here are a few important details from Western’s first faculty contract:

**Compensation** (Article 22):
1. All faculty members who have been at Western for at least one year (or three cumulative quarters for Non-tenure-track faculty) and who have earned successful merit reviews will receive:
   - A one-time signing bonus of 4% payable the first paycheck after ratification;
   - A salary increase of 10.5% beginning in September 2008
2. A Task Force will develop a process to award Special Merit salary increases of $4000 to 9% of the tenured and tenure-track faculty during fall quarter 2008.
3. Promotion to Associate Professor and Professor includes a 10% salary increase. (Note: the step system has been abolished.)
4. Promotion to the rank of Senior Instructor for NTT includes a 7% salary increase.
5. Department chairs’ stipends increase 10%.
6. Program directors receive a stipend of at least $1000 per academic quarter.

**Workload** (Article 9):
The historically-established teaching workload for all faculty members, as established by departments and colleges, will be maintained for the duration of the contract.

**Grievance Procedure** (Article 20):
A grievance process that culminates with binding arbitration for most aspects of the contract.

**The Faculty Senate** (Article 3):
The University and the Union both acknowledge the important role that the Faculty Senate plays in shared governance.

**Non-Tenure-Track Faculty** (Article 8):
1. NTT faculty with at least 5 years of experience at 0.5 FTE at Western and with demonstrated excellence in teaching and performance can be promoted to Senior Instructor with approval from the department, Dean and Provost.
2. Performance evaluations of NTT faculty will include student evaluations as well as input from the chair and/or faculty colleagues.
3. NTT faculty may be appointed for a period up to 3 years in a single contract. Senior Instructors will be evaluated only once during a given contract.

**Tenure and Promotion** (Article 7):
1. The primary responsibility for the evaluation of faculty who apply for tenure and promotion remains with departmental colleagues. Departments are strongly encouraged to develop clear standards for tenure, promotion, and post-tenure reviews.
2. Faculty may apply for tenure as soon as they meet department standards. While faculty are not required to work a minimum number of years at Western prior to tenure and/or
promotion, they must demonstrate a record of achievement at Western. All faculty who receive tenure are promoted to Associate Professor.
3. External letters of support are encouraged, but not required.

**Paid Professional Leaves (Article 10):**
1. The University will continue to fund Professional Leaves at the current level; that is, full salary for the faculty member during his/her leave if no other form of compensation (such as a grant) has been procured.
2. Assistant Professors in their sixth year may apply simultaneously for tenure and sabbatical.

**Disciplinary action/discharge (Article 18):**
1. The standard of just cause must be met in all disciplinary actions.
2. Progressive discipline is not required in cases where faculty members violate policies regarding discrimination and harassment, workplace violence and a drug-free workplace; or when they commit serious scientific or scholarly misconduct, are convicted of a felony, interfere maliciously with the academic activities of others, or engage in a strike.
3. An appeals committee of three faculty members and three administrators chaired by a person appointed jointly by the UFWW president and the Chair of the Board of Trustees.

**Retirement (Article 23):**
Faculty who participate in the WWURP are required to contribute 10% toward retirement after the age of 50.

**Duration (Article 26):**
This agreement will be in effect until 15 September 2011. It will be reopened on 1 May 2009 to renegotiate wages for the final years of the contract. Two additional issues may also be reopened at that time by either party.