SECTION 8 – NON-TENURE-TRACK FACULTY

8.1.4 Contracts offered to all non-tenure-track faculty shall be presented in a Letter of Offer that states departmental assignment, non-tenure-track faculty title, the effective dates of the appointment, compensation, benefits, the FTE, a description of specific responsibilities, and any other accommodations negotiated by the faculty member. Non-tenure-track faculty will not be expected to perform duties for which they are not paid: that is, duties not outlined in the Letter of Offer.

8.2.2 Senior Instructor. An instructor who has taught a minimum of five separate academic years at 0.5 annual FTE or more at the University with satisfactory evaluations in each of those five years shall be appointed Senior Instructor effective the following September. The 0.5 annual FTE is based upon a nine-month appointment at the University and on the teaching of credit bearing and/or degree applicable courses. Summer Session FTE may be included in the calculation of 0.5 annual FTE. Appointment to Senior Instructor shall not result in additional duties without compensation beyond the Senior Instructor salary increase.

8.3.3 Senior Instructors shall be evaluated once during the period of their appointment. All other non-tenure-track faculty shall be evaluated annually

SECTION 22 COMPENSATION

"High quality faculty and staff are crucial for providing students an integrated Western experience. The University faces an increasingly competitive national marketplace for the services of faculty and staff. Therefore: The University needs to maintain ongoing emphasis on achieving competitive salaries and broad-based benefits for faculty and staff."

To meet this objective of the Strategic Plan, the University and the Union agree to collaborate in the development of a compelling strategy to present to the Legislature to support competitive salaries and broad-based benefits.

22.1 Salary

22.1.1 The academic salary schedule begins on September 16 and ends the following June 15.

22.1.2 The initial salary for tenured and tenure-track faculty and non-tenure-track faculty is set forth in the Letter of Offer.

22.2 Post-Tenure Review. All faculty who receive "superior" in at least one category of teaching, research, or service and "satisfactory" in the remaining categories in a post-tenure review shall receive a 3% increase to their basic salary effective the following September. Faculty who were reviewed in spring 2009 shall be eligible for the increase effective September 16, 2009.

22.3 All qualified untenured faculty will receive payment up to $300.

22.3.1 Tenure-track faculty shall receive $300 effective December 1, 2009.

22.3.2 Current non-tenure-track faculty shall receive $100 for each quarter that they are employed in the 2009-2010 academic year (excluding summer session).

22.3.3 "Qualified faculty" is defined as successful completion of the most recent performance review or equivalent evidence of successful performance, and employment during the 2009-10 academic year.

22.4 Promotion

22.4.1 Tenured and tenure-track faculty who receive a promotion shall have their base salary increased by 10% effective September 16, 2008 or September 16 following the promotion.

22.4.2 Instructors who advance to Senior Instructor shall have their base salary increased by 7%, effective September 16 following the advancement.

22.5 Department Chairs

22.5.1 Stipends are payable quarterly, including summer.

22.5.2 Department chairs shall negotiate with the dean, with the approval of the Provost, for any reduction in teaching load associated with the position.

22.6 Academic Program Directors

The Provost or dean will determine the appropriate stipend and/or release time in accordance with the responsibilities of each position. A stipend shall be at least $1000 in each quarter, including summer session, for which there are program responsibilities. In no case will the compensation given to program directors for the current level of responsibilities decrease.

22.7 Medical, Dental, Life and Long-Term Disability

Medical, Dental, Life and Long-Term Disability Plans, benefits and premium share are set and from time to time revised by the Washington State Health Care Authority.

22.8 Salaries for Summer Session

Salaries for faculty employed for teaching during summer session shall be calculated as 1/48 of the faculty member's academic year salary per credit hour of courses taught. Summer salary cannot exceed 25% of the academic year salary.

22.9 Mileage

Authorized travel between campuses and/or worksite assignments shall be compensated at the current State of Washington mileage rate. Worksite is defined as an official WWU program site.

22.10 Professional development and travel funds

Beginning in September 2008, each college will fund a faculty development and professional travel pool with an annual amount equal to $1,000 per FTE tenured/tenure-track faculty, and $500 per FTE non-tenure-track faculty member. The funds will be allocated and administered by deans of colleges and Library in accordance with criteria and procedures in guidelines developed within the faculty governance bodies of each college and the Library. All faculty members are eligible to apply for the funds.

22.11 Retention

The University administration may, in consultation with the faculty member's department, grant a salary increase to any faculty member for retention, provided that the Union is notified in writing of the change in salary and of the justifications for the change.

22.12 Parking

22.12.1 Parking rates for the 2009-10 academic year shall remain at the 2008-09 level. Parking rates for the 2010-11 academic year shall be no greater than 2% more than the 2008-09 rate.

22.12.2 On those days when they work during the evening shift, library faculty shall have access to one evening parking permit held by the Library for parking spaces near the libraries after 5:00 pm.

22.13 Stipends for Teaching Large Classes

The dean and the chair shall confer concerning the appropriate support and/or compensation for teaching large classes.

22.14 Release Time for Faculty Senate

Honoring the direct relationship and collaboration of the Faculty Senate and the University in shared governance, the University will continue to provide a reduction in teaching load associated with the following positions in the university, depending on the scope of the role.

- Faculty Senate President
- Chair of ACC
- Chair of UPRC
- Legislative Representative
- Ombudsperson

The Union will be notified of any changes proposed by the Senate and the University, and will be given the opportunity to bargain concerning those changes.

22.15 Compensation for Temporary Extra Teaching Assignments

Faculty may teach one or more courses above their regular teaching load only on an exceptional basis, with appropriate documentation of the need, recommendation of the dean, and approval of the Provost. Such temporary extra teaching assignments will be compensated by temporary additional pay at the rate of 1/36 of the faculty member's salary per credit hour.