

Collective Bargaining Agreement Governance Highlights

MOU: Regarding a one-time reclassification of adjunct faculty.

Requires unit review of long- and short-term adjunct appointments. The review will possibly result in reclassification of adjunct NTTF to "career" status, depending on nature of appointment and years of service. If reclassified, former adjuncts will be appointed to the career position, or not, depending on their performance. Those appointed may immediately seek promotion based on years in rank.

- Faculty in each unit will generate written procedures and criteria for NTTF review and promotion. These procedures and criteria will be developed with guidance, review, and approval by the provost or designee.*
- Following initial reclassification, if department chooses to restructure NTTF positions, plans will be developed by the unit head in consultation with all departmental faculty.*

Articles:

3 Shared governance

- Recognizes the vital role of shared governance among the university's governing board, president, and faculty. Faculty have primary authority over the choice of method of instruction; subject matter to be taught; academic standards for admitting students; and standards of student competence in a discipline.*
- Faculty of each department or unit will have the opportunity to participate in the governance of that department or unit, according to policies initially developed and recommended by the faculty.*

17 Assignment of Professional Responsibilities

- The faculty in each unit will generate a written policy on the assignment of professional responsibilities. The policy will be developed with guidance, review, and approval by the provost or designee.*
- This policy should include course load (including, for example, course and student credit hours; regular offerings; irregular offerings; the weighting of course types).*
- The policy should include service expectations (for example, internal/external service expectations, weighting of service expectations).*
- The policy should include expectations related to research, scholarship, and creative activity; professional development related to teaching; research; service; undergraduate/graduate advising; and student contact and communication.*
- Workload policies should also describe process for accounting for faculty needs when assigning workload.*

- 19 **Non-Tenure Track Faculty (NTTF) Review and Promotion**
- *Faculty in each unit will generate written procedures and criteria for NTTF review and promotion. These procedures and criteria will be developed with guidance, review, and approval by the provost or designee.*
 - *NTTF will be reviewed in each contract period prior to consideration for renewal or once every three academic/fiscal years of employment, whichever is sooner.*
 - *Career NTTF will be eligible for promotion after 6 years of service at .4 FTE or greater, accrued at no greater than three terms per academic years for bargaining unit faculty on 9-month contracts and four terms per academic year for faculty on 12-month contracts.*
 - *For all Career NTTF other than librarians, promotion is elective and does not involve "up or out."*
- 20 **Tenure Review and Promotion**
- *Units will generate written procedures and criteria for Tenure-Track Faculty (TTF) review, tenure, and promotion. These procedures and criteria will be developed with guidance, review, and approval by the provost or designee.*
- 26 **Salary**
- *For FY14, faculty review and provide feedback on criteria for merit increases, which are effective as of 7/1/13.*
 - *For FY 15 raises, faculty in each unit will develop criteria for merit increases taking into account teaching, scholarship, research, creative activity, and service, with guidance, review, and approval.*
- 35 **Professional Development**
- *Faculty in each unit will generate policy, procedures, and criteria for awarding available professional development funds to TTF and NTTF. Approval by provost or designee is required for unit plans.*
- 18 **Summer Session Appointments and Assignments**
- *Faculty in each unit will generate written policies and procedures for summer session work, including appointment, professional responsibilities, course cancellation, and compensation. These policies and procedures will be developed with guidance, review, and approval by provost, dean, or designee.*
- 4 **Internal Governance Policies**
- *Faculty in each unit will generate written internal governance policies with guidance, review, and approval by the provost or designee.*