

Memorandum of Understanding Concerning Promotion Increases Implemented in
Summer 2011

August 3, 2011

A new Collective Bargaining Agreement not having been finalized, and the promotions of Bargaining Unit Faculty having been acted upon and recommended during the active life of the 2008-2011 CBA, the parties agree that all Bargaining Unit Faculty whose promotions were recommended to the Board of Trustees by the President on or after June 1, 2011 will receive promotion increases as follows.

Newly promoted faculty will receive the greater of (a) a 7.5% increase calculated on their 2010-11 base salary or (b) an increase that would bring them up to the minimum salary for 2010-11 as called for in 24.3 of the 2008-2011 CBA. However, Dr. Suzanne Lunsford, who will be promoted to Professor retroactive to September 1, 2010, will also receive back pay (in the form of a lump-sum payment to be made no later than September 30, 2011) in the amount of 7.5% of her annual base salary as actually paid for the 2010-2011 academic year.

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