

# MOU on Adjustments to Standard Workload Offered to Incoming Faculty

November 10, 2015

AAUP-WSU and the University agree that, by December 31, 2015, each college dean will develop a policy on release time for scholarship available to untenured TET faculty beginning in 2016-17. The dean's policy will automatically be approved if it applies uniformly across the college, except for matrix departments in CoSM. If the dean's policy includes department or position-based variations (other than matrix departments), it will be subject to negotiation between the AAUP-WSU and the University and will be approved only after agreement between the parties is reached. The approved policy will apply retroactively to any offers already made for 2016-17 academic year and beyond.

Since CECS has offered various amounts of release time to current probationary BUFMs, the University agrees that all current probationary BUFMs whose initial TET appointment was on or after January 1, 2011 will receive a total of three course releases during their probationary period. However, all CECS faculty who begin their probationary period in the 2016-2017 academic or fiscal year will be subject to the new CECS policy, which the parties understand may or may not provide three course releases.

A dean's policy on release time for untenured TET faculty may be changed in one of two ways.

1. If the new policy applies uniformly across the college, except for matrix departments in CoSM, it will be automatically approved for the following academic and fiscal year when the University sends a written copy to the AAUP-WSU by December 31.
2. If the new policy includes variations (other than matrix departments), it will be subject to negotiation between the AAUP-WSU and the University, and will be approved only after agreement between the parties is reached.

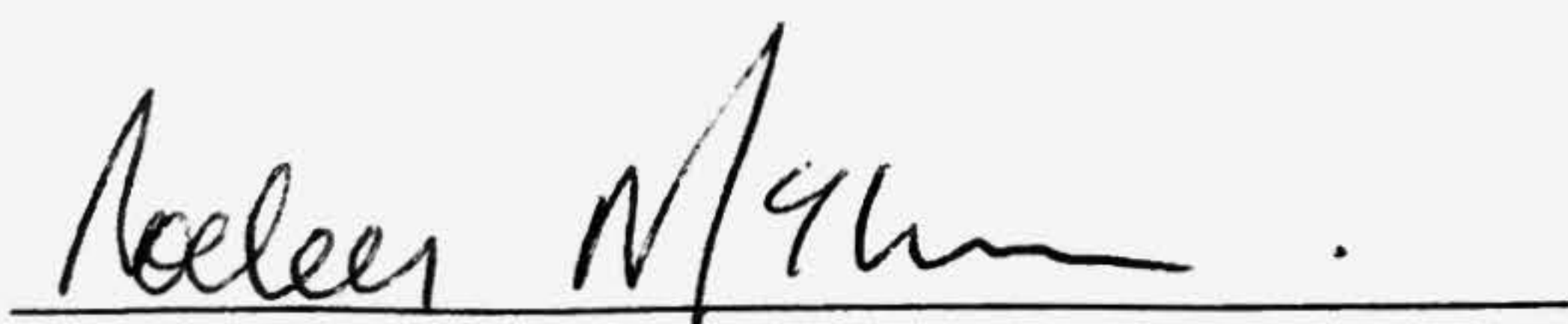


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