

Memorandum of Understanding

Assessing Chair Performance for Merit Raises

Recitals

1. In Labor- Management meetings, Eastern Washington University (EWU) and United Faculty of Eastern (UFE) have been discussing the various bargaining issues regarding Merit Salary increases for Full Professors;

Background

The UFE and EWU seek to establish a standard for assessing full professors who serve as department chair with more than a 50% release for administrative duties. The chair's accomplishments demonstrating performance that exceeds expectations of the FAP may include such activities as significant support of curricular development, exceptional support of student and faculty scholarship (such as conference preparation sessions, faculty and student scholarship interactions, etc.), and successful implementation of activities related to accreditation, institutional assessment, course and curricular development, mentoring, and community service.

To address this issue, a committee was formed at the suggestion of the Labor/Management team consisting of representatives from EWU Administration and UFE. Dean Vickie Shields of CSBSSW represented the Administration and Dr. Gary J. Krug, VP-Labor Management, represented UFE. Four chairs agreed to serve as well: Dr. Barbara Alvin, Mathematics; Dr. Logan Greene, English; Dr. Martha Raske, Social Work; and Dr. Jonathan Anderson, Psychology. The group was charged with proposing criteria for assessing merit pay for Chairs who have reassigned time in excess of 50%, in light of the fact that they have little to no teaching obligations.

Agreement

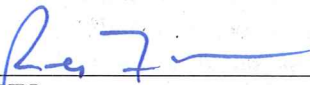
Therefore, EWU and UFE agree on the following, to be in effect immediately upon approval by the respective parties;

1. The department faculty and DPC shall make a recommendation regarding merit to the dean. Evidence of support from the department may be included. The successful completion of these duties established in the FAP shall comprise the baseline beyond which significant accomplishments may be asserted. The dean shall conduct the final assessment regarding merit. In the event of disagreement, §7.5.5.(d) of the *CBA* shall apply.
2. 7.5.5 Merit Salary Increases for Full Professors. Effective with post-tenure reviews conducted during the 2015-16 academic year, full professors will be eligible for merit salary increases associated with their post-tenure reviews as follows:
 - (a') Those full professors with more than a 50% release for their administrative duties as a department chair who are judged at the conclusion of their post-tenure review to have exceeded the expectations for administrative duties (as described in their FAP) will receive a three percent (3.0%) increase in their base salary. [Note: if the post-tenure review period also includes a period where administrative duties comprised less than 50% release, they will receive a three percent (3.0%) increase in their base salary if they are judged to have exceeded the expectations for

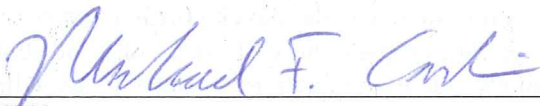
teaching in years with less than 50% release and exceeded the expectations for administrative duties in years with more than a 50% release.] See §10.6 for process.

3. §10.6 The FAP for a department chair shall be developed with the chair, the DPC, and the dean. The FAP shall include the duties of the chair as noted in §10.1 of the *CBA* and the Policies and Procedures, together with the metrics and other means by which these shall be assessed. The self-assessment of the chair together with a review by the DPC including faculty input as per §10.5 of the *CBA* shall describe and provide evidence, if appropriate, of the achievements of the chair in meeting or exceeding the administrative duties as described in the FAP. The successful completion of these duties in the FAP shall comprise the baseline beyond which significant accomplishments may be asserted. The dean shall conduct the final assessment regarding merit. In the event of disagreement, §7.5.5(d) of the *CBA* shall apply.

Signed:



EWU



UFE

Date: 12/2/2014

Date: 12-2-14