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Proposal: UNV0002
Date: February 27, 2020

ARTICLE 24: ONLINE TEACHING

Section 1. Definitions. ~~The Parties recognize that advances in technology, as they relate to this collective bargaining agreement, may allow for the development of technologically innovative methods of instruction. In addition, scholarship and research indicate that online and hybrid instruction have multiple qualities, methods, and approaches that differ from those inherent in traditional face-to-face teaching approaches. In view of these issues, both Parties agree to engage in the development of teaching, support, and evaluation methods that recognize the inherent differences in these modalities.~~

The term “~~O~~online ~~T~~teaching” as used herein refers to any delivery of instruction using Web-based technologies, including the Internet and other communication technologies, that enable students to participate in learning activities beyond the campus, from students’ homes to workplaces and other locations, instruction for technology enhanced course sections that are delivered both in person (face-to-face in a classroom) and via technology. Online teaching ~~instruction~~ may include courses entirely online (no face-to-face meetings, asynchronous) or a combination of partially online (~~hybrid~~, proctored exams, synchronous online meetings or activities) and face-to-face instruction. ~~The technology consists of Learning Management Systems (LMS) that are provided by WOU and/or personal websites created by faculty members, as well as live or recorded visual presentations and material using direct signal or cable, transmission by telephone line, fiber optic line, digital and/or analog videotape, audiotape, CDROM, computer or internet technology, email or other electronic means, now known or hereafter developed, utilized to teach any course originating from or sponsored by WOU.~~

Section 2. Faculty Participation. Faculty participation in online teaching shall be subject to mutual agreement between the University and the faculty member unless otherwise specified in the hiring agreement for the individual faculty member. The decision by a faculty member not to participate in online teaching will not be used in an evaluative manner.

Faculty hired with the expectation of teaching in online programs, as specified in their initial hiring agreement, will be evaluated according to teaching responsibilities guidelines for quality online courses.

No member of the bargaining unit will arbitrarily have workload reduced, eliminated or consolidated to accommodate electronic technologies online teaching. The decision by a faculty member not to participate in online teaching courses will not be used in an evaluative manner.

Section 3. Evaluation. If an administrator or an evaluating faculty member intends to access accesses, for the purpose of evaluation, the content of an online course, the faculty member will be given 72-hours prior notice by the administrator or evaluating faculty member.

Commented [CC1]: Gratuitous language that is unnecessary as a “definition.”

Commented [CC2]: Edited for brevity, consolidation and modernization.

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