

WOU/WOUFT Collective Bargaining - 2020

Proposal: UNV003

Date: April 27, 2020

The University's Proposal UNV003 includes a proposal on a single article. WOU proposes the following:

-Article 8 – Evaluation, Tenure and Promotion for Faculty on the Tenure Track.

WOUFT will notice that WOU's Article 8 proposal consists of four distinct parts. This has been done to effectively partition the relevant portions of the evaluation, tenure and promotion processes for easier application to a faculty member and the season of their career. To be clear, what WOU is proposing here is replacement of a singular Article 8, with a four-section Article 8 consisting of separate sections of specific application: 8A - Continuation; 8B – Tenure; 8C – Promotion; and 8D – Post Tenure.

WOU includes with this proposal several documents to aid in understanding, comparing and contrasting the old article and our new proposal:

- a. A Roadmap for WOU's Article 8 Proposal;
- b. A Summary of the Current PRC process (discussed within the Roadmap); and
- c. A Summary of the New Process under WOU's Proposal (discussed throughout the Roadmap).

WOU believes it is critical that WOUFT read and consider the full measure of the Roadmap along with the newly created articles in order to fully consider this proposal.

The University presents these proposals consistent with several themes it intends to explore during the 2020 bargaining cycle: Clarity/Readability; Workplace Environment and Workplace Expectations, and University Sustainability.

Proposals in an effort toward **Clarity/Readability** generally include readability edits, removal of confusing and replacement with clarifying language, article re-organization, streamlining some processes, and removal and replacement of outdated/inaccurate references (Statutes, Administrative Rules) lead this effort. The CBA must speak practically to our collective experience.

Edits and proposals of the **Workplace** theme include promoting tools that allow supervisors to more effectively perform the task, more clearly set standards for accountability in faculty performance and conduct.

Lastly, proposals related to our **Sustainability** theme will revolve around confronting the economic pressures facing the University. Through bargaining WOU must find ways to attract and retain talent and recognize the contribution existing faculty make to the University environment, while navigating a possibly trying and uncertain future.

Ultimately, WOU believes the CBA stands to be improved to the benefit of the University and all bargaining unit faculty members of this campus.

WOU's proposals submitted on April 27, 2020 are as follows: