

This proposal represents part of a package to be accepted in total only.

WOU's Proposal: Package 1

Date: July 2, 2020

## ARTICLE 22: FACULTY DEVELOPMENT

**Section 1.** The purpose of the Faculty Development Committee is to provide a peer review process for the allocation of funds for scholarly and creative faculty activities. Scholarly and creative activities are assigned duties/responsibilities of faculty members and are used as measures of faculty member's performance for awarding promotion and tenure (see Articles 7 and 8).

**Section 2.** The Committee shall consist of faculty representatives from all divisions. Divisions that have twenty members are entitled to two (2) representatives. Ex-officio members of the Committee will include the Provost or his/her designees.

**Section 3.** Each Division will elect at their first Fall Quarter divisional meeting a representative or representatives. Members of the Committee will serve three (3) year terms. One third of the Committee will be elected each year.

**Section 4.** The Faculty Development Committee Chair will be elected by the Committee, preferably from those members who, at the start of the period in which they will serve as Chair, would be ~~are serving~~ starting the second or third year of a three-year term. Ex-officio members are not eligible for the position of Committee Chair.

Commented [CC1]: Agreed.

**Section 5.** The responsibilities of the Committee include:

A. The allocation of resources for:

1. Scholarly and creative activities including:

- a. Participation in professional meetings, workshops, or similar events, with a professional audience and related to research or teaching/librarianship, including related/justified travel.
- b. Professional development/enhancement opportunities, including online opportunities, focused on improving the faculty member's professional expertise in an area directly related to their teaching/librarianship or research, including related/justified travel.
- c. Project grants for research/creative activities including equipment and related/justified travel.

2. Teaching reassigned time for research and/or scholarly activities or for preparation of or revision of technologically innovative courses as outlined in Article 7.

B. Identification and consolidation of any additional funding sources.

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- 47 C. Informing the faculty of availability of resources and the process for applying for them in  
48 advance of application deadlines.

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50 **Section 6. Funding Level**

- 51  
52 A. There shall be two separate funds for Faculty Development:

53 Type 1: Scholarly and Creative Activities  
54 (listed above in Section 5.A.1. of this Article)

55 Type 2: Teaching reassigned time  
56 (listed above in section 5.A.2 of this Article)

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60 ~~B. The University shall devote a total of \$180,000 for funding for the 2020-2021 academic year,  
61 \$225,000 for funding for the 2021-2022 academic year, and \$270,000 for funding for the  
62 2022-2023 academic years for Type 1 faculty development.~~

**Commented [CC2]:** WOU proposes \$180k/\$225k/\$270k

- 63  
64  
65 ~~B.C. The University shall devote a total of \$180,000 for funding for 2020-2021, \$270,000  
66 for 2021-2022 and \$300,000 in 2022-2023 each academic year of this agreement the 2018-  
67 2019 academic year and \$270,000 for funding for the 2019-2020 academic year for Type 1  
68 faculty development.~~

**Commented [CC3]:** WOU rejects proposal.

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70 ~~Within 90 days of when the Agreement is signed by both parties the University must provide  
71 an accounting of current faculty position(s) that were preserved by the \$90,000 in savings  
72 realized from the reduction relative to the previous contract.~~

- 73  
74 ~~C.D. Money not allocated for award in the first academic year of the contract period in  
75 which it is budgeted shall rollover to be allocated for award in the following second  
76 academic year. Money, awarded in the second academic year to faculty, but not spent, shall  
77 rollover to the following year. No Faculty Development funding identified in Section B  
78 above will rollover to the 2023-2024 academic year.~~

**Commented [CC4]:** Agreed but added new proposed language at the end.

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**Commented [CC5]:** WOU withdraws proposed language.

- 79  
80 ~~D.E. Teaching reassigned time will be granted according to Article 7, Section 4, A2b and  
81 A2d). Reassignments not allocated in the first academic year of the contract period in which  
82 they are budgeted shall rollover to be allocated for award in the second academic year.  
83 Reassignments awarded in the second academic year to faculty, but not used, shall rollover  
84 to the following year. A maximum of five rollover reassignments are authorized for any  
85 given year.~~

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87 **Section 7. Allocation of Funds**

- 88  
89 A. The Faculty Development Committee shall approve all applications for reassignment of  
90 duties that do not require additional funding and have been endorsed by the applicant's  
91 Division.  
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93 B. The Faculty Development Committee shall follow the guidelines established in consultation  
94 between the parties in deciding which applications for faculty development funding will be

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95            approved.

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97 ~~Section 8. The University will provide training in the grant writing process through the Office of~~  
98 ~~Institutional Research and Sponsored Projects, and/or the Center for Academic Innovation.~~

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**Commented [CC6]:** Agreed.