

APPENDIX XXXX: COMPENSATION COMMITTEE
WESTERN OREGON UNIVERSITY

**COMPENSATION STUDY SIDE LETTER OF AGREEMENT
XXXXXXXXXX, 2021
to the Collective Bargaining Agreement between
Western Oregon University and
the Western Oregon University Federation of Teachers, Local 2278, AFT, AFL-CIO
Dated July 1, 2020 through June 30, 2023**

Western Oregon University and the Western Oregon University Federation of Teachers, Local 2278, AFT, AFL-CIO hereby mutually agree to create a Compensation Study Committee (“Committee”) to study the WOU tenure-track and tenured compensation structure as compared to other, similarly situated institutions of higher education. The Committee will be charged with reviewing WOU’s current compensation structure and through research and study, produce a final memorandum offering insights, suggestions and/or amendments the Committee may believe are necessary to align WOU’s compensation structure with that of the similarly situated institutions of higher education. Criteria for the selection of committee members and the performance of their work is as follows:

1. Committee members will be identified no later than January 1, 2022;
2. The Committee will convene no later than February 1, 2022;
3. The Committee will be comprised of four individuals selected by WOUFT and four individuals selected by WOU. To ensure that fresh perspectives are brought to this topic, WOU agrees to assign no more than one member who has: (1) Served on any prior committee at WOU to review or study faculty compensation, or (2) served on the 2020-23 bargaining table team. WOUFT also agrees to assign no more than one member who has: (1) Served on any prior committee at WOU to review or study faculty compensation, or (2) served on the 2020-23 bargaining teams.
4. The Committee may seek guidance or answers to relevant questions during the performance of its duties from the University President/ University Provost and the WOUFT President/XXXXX. All communications in this regard must include both the University and WOUFT;
5. The Committee will provide WOU and WOUFT its final memorandum no later than February 1, 2023;
6. The Committee may request an extension of time to produce the final memorandum but will not be granted such an extension without the mutual agreement of WOU and WOUFT.

IT IS SO AGREED:

FOR Western Oregon University:

Dr. Jay Kenton, President

Carson Campbell, Bargaining Representative

FOR Western Oregon University Federation of Teachers, Local 2278, AFT, AFL-CIO

Dr. Melanie Landon-Hays, President

Dr. Bryan Dutton, Bargaining Team Chair