

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**Eastern Washington University and United Faculty of Eastern Washington University**  
**regarding**  
**Faculty Professional Development Allocations**

This Memorandum of Understanding ("MOU") is entered into between Eastern Washington University ("EWU" or the "University") and the United Faculty of Eastern Washington University ("UFE") regarding faculty professional development allocations.

**Agreement**

Now, therefore, the parties agree to the following:

The parties agree to the modification of article 8.14 of the CBA between Eastern Washington University and the United Faculty of Eastern dated September 1, 2022, through August 31, 2025, as described below. All other provisions of the CBA remain in effect and unaltered.

8.14 Support for Research, Development, and Institutional Enhancement. University support for the enhancement of instruction and research which benefits the entire University community promotes accomplishment of the University's instructional mission. Support for enhancement of instruction and research is also important to individual faculty members, who must meet the requirements for retention, tenure and promotion identified in their FAP.


8.14.1 Faculty Development Allocations.

- (a) To support the academic strategic plan, college, library, and department P & P, and individual FAPs, the University will fund a pool each fiscal year with an amount equal to \$1,200 each academic year tenure and tenure-track faculty member; provided that the money included in the allocations of this Section will be subject to any limitations on use of public funds; and further provided that if a state-imposed limitation on the use of faculty development funds would prevent a faculty member from satisfying the terms of their FAP, the faculty member and Dean will either find an alternative source of funds or the Dean will work with the faculty member and personnel committee to revise the faculty member's FAP. Faculty members may combine two years of pooled funding and use up to \$2,400 at any time during academic years 2024-2026 and academic years 2026-28.
- (b) All probationary and tenured faculty members shall be eligible to receive these funds; eligibility for other faculty members to apply shall be at the discretion of individual colleges/university library and departments.
- (c) Faculty development funds per individual will be distributed in accordance with guidelines contained within individual college/university library and department P & P, which will identify criteria and procedures.

- (d) A separate fund to support professional development for state-supported instructional special faculty of \$30,000 will be distributed annually from the office of the Chief Academic Officer.
- (e) Faculty development funds may be used for a variety of purposes, including, but not limited to, travel to collections, attendance at national conferences and purchase of software or equipment.

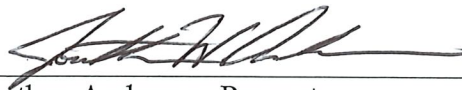
This Memorandum of Understanding shall be effective upon ratification and signature of both parties. This Memorandum of Understanding shall expire end of academic year 2027-2028 and shall be appended to the successor CBA.

THE UNITED FACULTY OF  
EASTERN WASHINGTON UNIVERSITY

By:   
Dr. Michael Conlin, President  
United Faculty of Eastern

Date: 2/21/2025

EASTERN WASHINGTON UNIVERSITY

By:   
Dr. Jonathan Anderson, Provost  
Eastern Washington University

Date: 02/21/2025