



Memorandum of Understanding
Between
Eastern Washington University and United Faculty for Eastern
For
Amendment to Article 5 Tenure, Promotion and Retention of the Bargaining Agreement

This Memorandum of Understanding (MOU) sets forth the following agreement between the United Faculty of Eastern ("UFE") and Eastern Washington University ("the "University") to amend Article 5.1 of the Collective Bargaining Agreement between the University and UFE for the period of September 1, 2022 through August 31, 2025 ("CBA") to reflect the parties mutual understanding of the composition of personnel committees ("PC") for clinical faculty as the CBA does not currently address this issue.

Agreement:

The University and UFE agree that Article 5 of the CBA shall be amended to read as follows

- 5.1 Evaluation Committees. Each college shall establish a college personnel committee ("CPC"). Each university school, departments, and academic unit shall establish a personnel committee ("PC") for the purpose of evaluating faculty members for retention, tenure and promotion. Only tenured faculty may serve on personnel committees with the exception of committees for the evaluation/promotion of lecturers, senior lecturers, and clinical faculty. The PC shall be made up of a minimum of three (3) faculty.
- (a) A PC considering evaluation of a lecturer or promotion to senior lecturer or evaluation of a senior lecturer will consist of senior lecturers, clinical faculty, and/or tenured associate or full professors. PCs may not be chaired by senior lecturers;
 - (b) A PC considering promotion to senior lecturer, retention of an assistant professor, or promotion to associate professor will consist of tenured associate or full professors;
 - (c) A PC considering evaluation of a clinical faculty for promotion will consist of senior lecturers, clinical faculty above the candidates rank, and/or tenured associate or full professors. PCs may not be chaired by clinical faculty;
 - (d) A PC considering promotion to full professor will consist of tenured full professors;
 - (e) Small departments or programs not housed within a department may include faculty members from related areas and large departments may establish more than one committee.

Senior lecturers serving on DPCs may negotiate release time or equivalent PTOL during the term of DPC service. Service on PCs will be considered in senior lecturer evaluations.



This Agreement shall take effect upon execution and be approved and effective on the last date signed below.

All other terms of the CBA shall remain in full force and effect.

UNITED FACULTY OF EASTERN

EASTERN WASHINGTON UNIVERSITY

By: Michael F. Conlin
Michael Conlin, UFE President

By: Jonathan Anderson
Jonathan Anderson, EWU Provost

Date: 2/21/2025

Date: 02/21/2025