

LETTER OF AGREEMENT BETWEEN THE BOARD OF TRUSTEES OF WESTERN MICHIGAN UNIVERSITY AND THE WESTERN MICHIGAN UNIVERSITY CHAPTER OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

This is a Letter of Agreement (LOA) between the Board of Trustees of Western Michigan University (Western) and the Western Michigan University Chapter of the American Association of University Professors (WMU-AAUP). The parties agree to the following:

- 1) For all tenure-track probationary faculty who have not yet entered their final year in the tenure-track as of March 2020, Western Michigan University will extend the probationary tenure period by an extra year. Faculty are not required to take the extra year toward their final tenure review, and may continue on their original, planned review schedule if they so choose. Although the default assumption will be that all faculty tenure cycles have been extended a year, individual faculty members may submit their tenure file by the normal, non-extended deadline for an “early review” if they so choose. In this instance, advance notification for early review (as described in 17.§2.5) shall *not* be required because this is not truly an early review, and the faculty member may wait until the normal deadline to submit the tenure file (typically Oct. 15). The decision to use or to waive this extension may not be held against a candidate as part of his/her review. This agreement clarifies the process relating to the policy change announced on March 24, 2020.
- 2) Faculty with accommodation requests – including but not limited to shifts in the delivery format of their courses – related to health and/or safety concerns may use the “Request for Reasonable Accommodation” form to make their requests.
- 3) Bargaining unit members (including term appointment faculty) may opt out of student ratings for Fall 2020 as described in Article 16.§4. The decision to opt out of student ratings for Fall 2020 may not be held against a candidate as part of tenure and promotional reviews, or as part of term renewal consideration.

In addition, the parties agree to continue discussions about the impacts of the pandemic, calendar changes, and format changes on student ratings procedures and tenure time lines, and to identify mutually agreeable solutions where possible and appropriate.



Carol Weideman, President
WMU-AAUP

2020-06-11

Date



Nancy Mansberger, Director of Academic Labor Relations
Western Michigan University

6-11-2020

Date