

MEMORANDUM OF UNDERSTANDING

BETWEEN CENTRAL WASHINGTON UNIVERSITY AND UNITED FACULTY OF CENTRAL

Adjustments to scholarship procedures in response to COVID-19

This Memorandum of Understanding (MOU) between Central Washington University (CWU) and United Faculty of Central (UFC) memorializes an agreement regarding some adjustments to faculty scholarship procedures, in response to the spread of the COVID-19 coronavirus.

Recitals

The public health threat posed by COVID-19 has affected all aspects of higher education. Many scholarly events have been cancelled or postponed. CWU faculty are now unable to engage in academic travel due to the restrictions necessary to limit the spread of the virus. Many faculty are also having to devote considerable extra time to their teaching, in order to move traditional face-to-face classes to an all-online format. These factors (and others, such as the need to care for children who are now at home because of school closures) have impeded many faculty in their scholarship. This impediment began in late Winter 2020, is likely to continue through the rest of AY 2019-20, and may well extend into AY 2020-21.

Agreement

Now, therefore, the parties agree as follows:


- (1). Any unused 2019-2020 professional development funds will roll over into AY 2020-21, and may be used to fund professional development in AY 2020-21.
- (2). If a faculty member was invited to travel to an event to present their research or creative activity, but COVID-19 caused the event to be cancelled or caused the faculty member to be unable to travel to it, then the faculty member shall (given appropriate documentation of the acceptance or invitation) receive full credit for the presentation in their future reappointment, tenure, promotion, or post-tenure reviews.
- (3). All current tenure-track faculty may elect to take a one-year extension on their tenure review clock. (If the faculty member's next review is currently scheduled for AY 2020-21, it would be delayed until AY 2021-22; if it is currently scheduled for AY 2021-22, it would be delayed until AY 2022-23.) Tenure-track faculty who have already been granted a one-year extension for parenting leave, or for another reason, should consult with the Provost's Office to determine whether they are eligible for this COVID-19 extension.

- (4). All current tenured faculty may elect to take a one-year extension on their post-tenure review clock. (If the faculty member's next review is currently scheduled for AY 2020-21, it would be delayed until AY 2021-22; if it is currently scheduled for AY 2021-22, it would be delayed until AY 2022-23; and so on.) Tenured faculty who have already been granted a one-year extension for sabbatical leave, or for another reason, should consult with the Provost's Office to determine whether they are eligible for this COVID-19 extension.
- (5). The parties will discuss, on a case-by-case basis, how to proceed in the case of sabbaticals that have been approved for AY 2020-21. No sabbatical will be cancelled or postponed without prior discussion between CWU, UFC, and the faculty member concerned.

This Memorandum of Understanding will take effect immediately and shall remain in effect until midnight August 31, 2020; or until a later date, if agreed by the two parties prior to midnight August 31, 2020.


Approved and effective on the date last signed below.

FOR CENTRAL WASHINGTON UNIVERSITY



James L. Gaudino 4/1/20
President, CWU Date

FOR UNITED FACULTY OF CENTRAL



Gary C. Bartlett 4/1/20
President, UFC Date