

MEMORANDUM OF UNDERSTANDING

BETWEEN CENTRAL WASHINGTON UNIVERSITY AND UNITED FACULTY OF CENTRAL

Provision of Instruction for Spring Quarter 2020

This Memorandum of Understanding (MOU) between Central Washington University (CWU) and United Faculty of Central (UFC) memorializes an agreement regarding the instructional procedures to be adopted for the Spring quarter of 2020, in response to the spread of the COVID-19 coronavirus.

Recitals

The public health threat posed by COVID-19 has necessitated all higher education institutions in the state of Washington to transition their teaching to online platforms. On March 13, 2020, Governor Jay Inslee prohibited all such institutions "from conducting in-person classroom instruction and lectures related to all educational and apprenticeship related programs" until April 24, 2020 (Proclamation 20-12). Accordingly, CWU is adopting a modified course schedule and mode of instruction throughout the Spring quarter of 2020.

Agreement

Now, therefore, the parties agree as follows:

- (1). To allow faculty to prepare for online instruction, the regular 10-week quarter is modified so as to begin with a 1-week faculty development period (March 31 through April 7). This will be followed by a 9-week instruction period (April 8 through June 8), and the regular 4-day final exam period (June 9 through June 12).
- (2). Faculty will continue to receive their regular contractual salary during all of the periods named in (1).
- (3). The training of faculty in online instruction methods will itself proceed either online, or in computer lab settings with strictly implemented social distancing.
- (4). Faculty will be able to elect to exclude Student Evaluations of Instruction (SEIs) for courses taught in Spring 2020 from their future evaluations for reappointment, tenure, or post-tenure review.
- (5). As provided by Section 4.2.3 of the 2017-20 Collective Bargaining Agreement, the online courses that faculty develop for Spring 2020 are faculty-owned intellectual property.


- (6). The modified quarter structure described in (1) applies only to Spring 2020, and is not precedent-setting. If continued prevalence of COVID-19 requires modifications to future quarters (including Summer), further MOUs may be signed to cover those quarters.
- (7). If continued prevalence of COVID-19 requires modifications to future quarters (including Summer), any of those modifications which concern faculty terms and conditions of employment shall be jointly discussed and agreed to by CWU and UFC.

This Memorandum of Understanding will take effect immediately and shall remain in effect until midnight August 31, 2020.

Approved and effective on the date last signed below.

FOR CENTRAL WASHINGTON UNIVERSITY

FOR UNITED FACULTY OF CENTRAL



James L. Gaudino 3/19/20
President, CWU Date



Gary C. Bartlett 3/19/20
President, UFC Date