

**Memorandum of Understanding  
between  
Western Washington University  
and  
United Faculty of Western Washington University**

In response to the on-going Covid-19 health crisis, the UFWW and the University administration agree to temporarily modify the collective bargaining agreement (CBA) as outlined below:

**Student Course Evaluations**

During Winter and Spring 2021 faculty will continue to provide opportunities for students to complete evaluation for all sections. However, due to the continued disruptions caused by the Covid-19 health crisis, inclusion of these evaluations in teaching portfolios of all faculty (Non-Tenure Track, Tenure-Track and Tenured) for annual review, probationary review, tenure and promotion, and post-tenure review remains optional. Evaluations that are included in teaching portfolios will have no negative impact on the outcome of the review in light of the most exceptional conditions under which they were conducted. (See Sections 7.7.2.1 of the CBA).

**Cancelled Presentations of Research and Creative Activity**

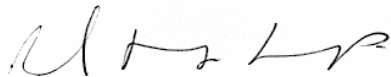
Faculty who were invited to present their research or creative activity during Winter and Spring 2021 but could not present due to COVID-19 restrictions, shall receive full credit in their faculty reviews.

**Evaluation of Probationary Faculty**

During Winter and Spring 2021, annual reviews of probationary tenure-track faculty shall be completed by April 1st. The dean (or Provost) shall review the letter to verify compliance with department and college standards. A copy of the final letter shall be provided to the faculty member and the Provost by April 15th. (See section 7.6.1 of the CBA)

Signed and dated this 3rd day of December 2020.

United Faculty of Western Washington  
For UFWW



By  
Ricardo López-Pedrerros  
President, UFWW

Western Washington University  
For the Employer



By  
Sabah Randhawa  
President, WWU