

MEMORANDUM OF UNDERSTANDING: SENIOR INSTRUCTOR REVIEW TIMELINE

- 1) Senior instructor merit review will be phased in over three years by time-in-rank, beginning during AY 2024-25 and ending in AY 2026-27. All faculty serving their sixth year in the senior instructor rank by AY 2026-27 will participate in the phase in.
- 2) All senior instructors who were part of this phase in process will be eligible for merit review again six years after their first senior instructor merit review.
- 3) The pool of eligible senior instructors will be divided into three tiers by seniority in rank. Tier 1 consists of all faculty who were senior instructors as of Sept. 16, 2012. Tier 2 will consist of all faculty who achieved senior instructor rank between Sept. 16, 2013, and Sept. 16, 2017. Tier 3 will consist of all faculty who achieved senior instructor rank between Sept. 16, 2018, and Sept. 16, 2021.
- 4) Faculty in Tier 1 will undergo merit review in AY 2024-25. Faculty in Tier 2 will undergo merit review in AY 2025-26. Faculty in Tier 3 will undergo merit review in AY 2026-27.
- 5) All senior instructors will have the length of their commitment adjusted as of Sept. 16, 2024, to ensure that the third year of their three-year commitment aligns with the year in which their assigned Tier undergoes senior instructor merit review.
- 6) For more information on the merit review timeline, including what commitment type each senior instructor can expect to receive in AY 2024-25, visit:
<https://wwu2.sharepoint.com/sites/FacultyRelations/SIMerit/Lists/Merit%20Review%20Schedule>.
Any senior instructor who is unable to locate their information or who has questions about what is posted there can contact Austin Cooper, Director of Faculty Relations.

Signed and Dated this 18th day of March, 2024.

Western Washington University



By: Sabah Randhawa

Title: President

United Faculty of Western Washington
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By: Peter Pihos

Title: President, UFWW