West Chester University

1 Year Agreement for Compensation for Faculty Teaching Continuing Education/Winter 2014

The goal of both parties is a fiscally responsible plan.

1. This agreement covers faculty compensation for teaching credit-bearing courses. Faculty members shall be compensated at a rate of 70% of in-state tuition (calculated as the product of in-state tuition x number of students enrolled at the end of drop/add) up to the full per faculty credit hour compensation at overload Step 13 as noted below:

<table>
<thead>
<tr>
<th>Instructor</th>
<th>$1,914.01</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>$2,215.72</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>$2,564.97</td>
</tr>
<tr>
<td>Professor</td>
<td>$3,117.75</td>
</tr>
</tbody>
</table>

2. This agreement also covers non-classroom faculty support and alternate workload assignments completed during winter session where compensation will be calculated per faculty workload credit using rates stated above. Non-classroom assignments will be compensated at 1 credit equal to 37.5 hours.

3. Two weeks prior to the first day of class the appropriate dean/director shall review all courses with fewer than 10 students and in consultation with the department chair determine whether or not to cancel the course. For Winter Session, faculty must make a commitment to teach by December 15, 2013. A form will be developed.

4. Distance Education compensation (course development and/or headcount) will be in addition to the salary noted in #1.

5. If Winter session 14 net tuition revenue exceeds Winter session 14 costs (as calculated by all instructional and non-instructional faculty and staff salary plus benefits) by greater than $428,430 with any tuition increases applied to that number *, then 10% of the increase will be placed into a fund to support faculty travel as part of Faculty-Led Study Abroad programs. This fund shall be administered by the Provost Office and any faculty member may apply for these funds using a procedure developed by Academic Affairs. If the net tuition revenue is less than the amount specified above including BOG approved tuition increase, 10% of the difference will be a debit against the fund.

6. Consistent with CBA language, course offerings must be approved by the respective dean. The Dean, in consultation with department chair, shall ensure that the offerings are meeting the needs of students.
7. Assignment of faculty—Departments will present a continuing education/winter teaching assignment policy using the following guidelines to the appropriate Dean and APSCUF by Oct 15, 2013. This policy should include:
   a. A rationale for distribution of continuing education/winter teaching assignments with parity of assignments and qualifications given equal priority with the objective of providing relatively equal amounts of teaching assignments to all interested faculty.
   b. Qualifications (including credentials and experience) to teach specific courses or perform specific tasks.

APSCUF will report to the Deans in a timely fashion any written faculty complaints about such teaching assignments.

Managers on twelve month contracts will not teach courses unless this is recommended by departments and approved by APSCUF.

8. This agreement will apply to this year only and will be revisited by a joint APSCUF-Management study group to analyze the viability of this model. The definition of continuing education and the issue of faculty compensation must be reviewed for any future years, prior to scheduling continuing education beyond Fall 2014.

*If the BOG approves a 3% tuition increase, this amount would increase by 3%.

Lisa Millhous
President, Local APSCUF

Linda L. Lamwers
Provost and Vice President
For Academic Affairs

June 27, 2013