

May 7, 2014

Prof. Charles J. Parrish, President
AAUP-AFT, Local 6075
5057 Woodward Avenue, Suite 3301
Detroit, MI 48202

REFERENCE: Academic Staff Selective Salary Process and Committees

Dear Prof. Parrish:

It is agreed that the following practices will be adopted for the Selective Salary process for represented Academic Staff members effective with the 2013–14 academic year.

I. For units without three (3) or more ESS/tenured academic staff members (currently Athletics, the schools of Medicine, Law, and Social Work, the College of Nursing, and the Honors College).

There shall be an academic staff salary committee for each unit without three (3) or more ESS/tenured academic staff members. There shall be no minimum of tenured or employment security status academic staff members on these Salary Committees. The committee shall consist of no more than five (5) members elected by the academic staff in the unit, with the size of the committee determined by the academic staff in the unit. The Vice President/Dean/Director (or his/her designee) shall chair the salary committee with vote. The final ratings assigned by the Committee will be provided to individual academic-staff members in writing within five (5) working days after ratings are determined.

If an academic-staff member questions a given rating, the staff member must request a reconsideration by the University Staff Tenure and Promotion Committee within ten (10) working days of receiving the unit committee ratings. The academic-staff member's annual report, professional record, and the unit staff salary committee's ratings, with written rebuttal attached, must be forwarded to the Associate Provost for Academic Personnel by the staff member. The University Academic Staff Tenure and Promotion Committee will review the ratings assigned by the unit committee under Article XXIV.II.C.2 of the WSU/AAUP-AFT agreement. The University Academic Staff Tenure and Promotion Committee, chaired by the Associate Provost for Academic Personnel with vote, will review all materials and provide a final set of ratings, which will be communicated to both the staff member and the appropriate

Chair/Dean/Director. The University Committee's ratings shall be used to determine eligibility for selective salary increases at the unit level.

II. Under the current organizational configuration for the units reporting to the Provost and Senior Vice President of Academic Affairs, the following selective salary review divisions will be observed.

- A. Associate Vice President for Enrollment Management
 - Admissions
 - Financial Aid

- Associate Vice President for Educational Outreach and International Programs
 - Educational Outreach, OISS, and Extension Centers

There shall be an academic staff salary committee for: (1) Enrollment Management and (2) Educational Outreach and International Programs. The committee shall consist of not fewer than three (3) members holding tenure or employment security status elected by academic staff in the unit, and such other academic staff from the unit as the academic staff may elect. Members holding tenure or employment security status shall constitute the majority of the committee. The vice president (or his/her designee) shall chair the salary committee with vote. Final ratings assigned by the Committee will be provided to individual academic-staff members in writing within five (5) working days after ratings are determined.

- B. Associate Provost for Student Success
 - Academic Success Center
 - APEX Scholars
 - Federal TRIO Program
 - Student Disabilities Services
 - Career Services
 - University Advising Center

- Associate Provost and Associate Vice President for Undergraduate Affairs
 - Dean of Students Office and other Undergraduate Affairs
 - Academic Staff

- Provost and Senior Vice President
 - Counseling and Psychological Services

There shall be a Division of Academic Affairs academic staff salary committee consisting of an elected representative from each of the eight (8) subdivisions listed above, with elections to be conducted within each unit. Members holding tenure or employment security status shall comprise the majority of the committee. The vice president (or his/her designee) shall

chair the salary committee with vote. Final ratings assigned by the Committee will be provided to individual academic-staff members in writing within five (5) working days after ratings are determined.

Changes to this agreement will only be made upon mutual agreement between appropriate representatives of the Association and the Administration.

Sincerely yours,

John D. Vander Weg
Associate Provost for Academic Personnel