

Memorandum of Understanding

The purpose of this Memorandum of Understanding between the United Faculty of Central (the “Union”), and Central Washington University (the “University”) is to memorialize an agreement to revise deadlines associated with reappointment and post-tenure review to improve workflow in academic departments.

Recitals

Section 24.3.1 of the parties’ collective bargaining agreement, covering the period from September 1, 2023 through August 31, 2029 (the “Agreement”) provides that evaluation for reappointment will occur during the fall quarter. The parties agree that revising evaluation workflows so that post-tenure review and promotional evaluations are conducted during the fall, and reappointment and mandatory tenure evaluations are conducted during the winter quarter, will better distribute evaluation workload and will permit faculty additional time to prepare for critical reviews. The parties have entered into this Memorandum to revise the Agreement in a way that permits a change to academic calendar.

Agreement

Now, therefore, the parties agree as follows:

1. As of the effective date of this Memorandum, Section 24.3.1 will be revised as follows:

24.3.1 Probationary tenure-track faculty will be evaluated during the second (2nd), fourth (4th), and sixth (6th) years of their probationary period. A third (3rd) and/or fifth (5th) year evaluation may be required by the department personnel committee, the department chair, the Dean or the Provost, and a fifth (5th) year evaluation may be required by the college personnel committee, if a faculty member’s performance is judged to be substandard or deficient during a reappointment review. In exceptional circumstances, a first (1st) year evaluation (to be done in winter or spring quarter) may be required by the department personnel committee, the department chair, the Dean or the Provost. Any time an evaluation results in a finding of “reappointment with 3rd or 5th year review”, the faculty member will meet with their chair and department personnel committee and develop a strategy for rectifying any noted issues. Evaluation for reappointment will occur [according to the deadlines during fall quarter](#) as established in the Academic Calendar.

2. This Memorandum will take effect upon execution by both parties and will expire when the changes it reflects, or alternative revisions to the language above upon which the parties have agreed, are incorporated into the successor to the Agreement.

Signed and Dated this 30 day of April, 2026.

Central Washington University

United Faculty of Central



By Patrick Pease
Title Provost



By Kara Gabriel
Title President