

# Exempt Employees with Faculty Status

## Employees – Exempt Employee Code

### CWU Policy 305-06

**Effective:** September 21, 2012

**Policy Review Date:** YEAR

**Policy Executive:** Senior Vice President – Finance and Administration

**Responsible Office/Unit:** Human Resources

#### Policy Statement:

#### Applicability:

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#### Content:

Policy

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- (1) Exempt employees who hold academic rank and/or tenure but are not recognized as faculty shall be covered by the exempt code.
- (2) Faculty who have dual responsibilities in academia and administrative exempt positions and are recognized as faculty are covered by the collective bargaining agreement. Faculty recognition includes those individuals involved in academic pursuits including teaching, academic research, university and professional service, scholarly interaction with faculty members, and attainment and advancement of faculty status and have reassigned time to exempt duties in their workload plans.

#### History:

*9-5-12:EEAGB: 4/7/08; BOT: 6/6/08; BOT: 2/09; BOT: 6/09: Responsibility: CFO/BFA; Authority: President's Office; Reviewed/Endorsed Cabinet/PAC; Review/Effective Date: 9-21-12; Approved by: James L. Gaudino, President*

*Reformatted and Assigned new Policy Number - Previous Policy CWUP 6-20-030, June 2025*