

ARTICLE 48
PERMANENT INTERDEPARTMENT TRANSFER PROCESS

48.§1 TRIAL ASSIGNMENT IN NEW DEPARTMENT. A tenured or tenure-track bargaining unit faculty member who is under consideration for a permanent transfer from one academic department to another shall be given a trial assignment in the new department. Permanent transfer consideration may be initiated by the faculty member or by Western, and these permanent transfer procedures shall be effective upon mutual agreement of the faculty member and Western, after consultation with the bargaining unit faculty of the receiving and the original departments.

48.§2 The conditions for approved trial assignments are:

48.§2.1 *Length.* The trial assignment shall be for two (2) or three (3) years.

48.§2.2 *Salary.* The trial assignment shall be, at least, at the faculty member's salary at the time of transfer plus any contractually mandated increases subsequent to the transfer.

48.§2.3 *Rank.* The assignment shall be at the faculty member's rank at the time of transfer, and the faculty member shall not be eligible for promotion during the trial assignment.

48.§2.4 *Department Membership.* The faculty member shall remain a member of his/her original department during the trial assignment, but shall not participate in performance evaluations such as promotion or tenure recommendation processes in the original department unless the bargaining unit faculty of the original department recommend such participation.

48.§2.5 *Stipulations.* Both prior to the trial assignment and after the first year review, but prior to the second year of the trial assignment, the department faculty may recommend and Western may stipulate what the faculty member must accomplish during the trial assignment in order to be recommended for permanent membership in the new department. All such stipulations shall be directly related to the criteria specified in Article 17, Tenure Policy and Procedures.

48.§2.6 *Reviews.* The faculty member shall be reviewed by the new department in at least the first and last year of the trial assignment.

48.§2.7 *Return to Original Department.* With Western's approval, the faculty member may be returned to his/her original department at the end of any semester during or at the end of the trial assignment. Return may be initiated by the faculty member or by Western. The original department shall not have the prerogative to deny the faculty member's return to the department.

48.§2.8 *Continuous Service.* Continuous service of the bargaining unit faculty member shall not be affected by interdepartment transfer.

48.§2.9 *Modification.* The above conditions may be modified by mutual agreement of the bargaining unit faculty member, Western, and the Chapter. Before agreeing to any such

modifications, both the original and the receiving departments shall be consulted, and their recommendations shall be given serious and timely consideration.

48.§2.9.1 The trial period may be eliminated and the faculty member may make an immediate, permanent transfer to a receiving department only if the bargaining unit faculty in the receiving department recommend the permanent transfer.

48.§2.9.2 The faculty member requesting the immediate transfer shall receive from Western, in writing, the specific terms of the transfer (e.g., ~~appointment~~ **assignment**, rank, tenure, salary, and other relevant stipulations).

48.§3 PERMANENT ASSIGNMENT IN NEW DEPARTMENT.

48.§3.1 *New Department Membership Decision.* In the case of a tenured faculty member, at the end of the trial assignment, the department bargaining unit faculty shall recommend whether the faculty member shall be granted permanent membership in the new department. If the faculty member is granted permanent membership in the new department by Western he/she shall become a permanent member of the new department and shall no longer be a member of the original department. A tenured faculty member shall retain his/her tenure throughout the transfer process.

48.§3.1.1 In the case of a tenure-track faculty member, at the end of the trial assignment, the department faculty shall make a recommendation of whether he/she shall be granted permanent membership in the new department. The final tenure review of the faculty member shall be conducted by the new department in the last year of trial assignment--or later, if so stipulated prior to the trial assignment. A tenure-track faculty member may only be recommended for tenure when he/she has had a positive membership recommendation.

48.§3.2 *Rank.* The faculty member shall not have his/her rank reduced by permanent transfer to the new department.

48.§3.3 *Promotion Eligibility.* At the start of the trial period, Western shall stipulate the number of years in rank with which the new faculty member shall be credited for purposes of promotion eligibility in the new department. Based on the years-in-rank credit, the faculty member is eligible for promotion in the new department after becoming a permanent member of that department.

48.§3.4 *Salary.* The faculty member's salary shall not be reduced because of permanent transfer to the new department.

48.§3.5 *Service on Committees.* The original and receiving departments may extend to faculty members transferred under this provision the rights and responsibilities to serve on department committees during the trial period. After obtaining permanent membership, the transferred faculty member shall be granted all rights and responsibilities that apply to any other member of the receiving department, and shall have no rights in the original department.