

Tentative Agreement
ARTICLE 41
PREFERENCE

40. §1 PREFERENCE. Bargaining unit faculty members shall have preference for work assignments, as provided in this article. Preference applies to teaching of courses in the faculty member's department that the faculty member is qualified to teach. Pursuant to Article 23. §2.2, there is to be "equitable distribution of opportunities to teach in summer sessions ~~and Extended University Programs.~~" Department policy statements are mandated to include a section of how such opportunities will be equitably distributed, and preference shall be aligned to such policy.

41. §1.1 *Graduate Assistants*. Preference for bargaining unit faculty members shall not operate to prevent graduate assistants from being assigned to teach courses during the academic year in accordance with Graduate College policies, and bargaining unit faculty members shall not be given preference for these assignments (except as provided in Article 25, Layoff and Recall). In those departments with doctoral programs, graduate assistants may also teach up to the equivalent of one (1) (three [3] or four [4] credit hour) course in their department in either the summer I or summer II session, but shall not displace bargaining unit faculty members, who shall be given preference.

41. §1.2 *Non-unit Faculty*. Preference for bargaining unit faculty members shall be ~~provided based on the appointment year,~~ as follows:

41. §1.2.1 Bargaining-unit academic-year faculty members shall be offered preference over non-unit persons, excluding chairs:

41. §1.2.1.1 for their regular academic-year appointments, as provided in Article 25, Layoff and Recall;

41. §1.2.1.2 for up to a full-time (six [6] credit hours of regularly-scheduled courses for teaching faculty), thirty-five (35) hours per week for faculty in the University Libraries and forty (40) hours per week for faculty in the Counseling Services at Sindecuse), summer I or summer II appointment each year, if available, paid at the contractual percentage of base salary (twenty-two percent [22%] for a full-time summer I or summer II appointment);

41. §1.2.1.2.1 To receive preference, bargaining unit faculty members must notify their chair that they want to be scheduled to teach summer I or summer II classes no later than November 1 of the year preceding.

41. §1.2.1.2.2 Bargaining unit faculty members whose summer I or summer II classes are canceled for low enrollment, if qualified to teach classes assigned to non-bargaining unit faculty members, shall have preference.

~~41.§1.2.1.3 for up to one (1) Extended University Programs course per semester, if available, at the overload rate;~~

~~41.§1.2.1.4 for up to one (1) Extended University Programs course in summer I or summer II, if available, at the overload rate, if the faculty member is fully employed on campus during that session, and if the faculty member is not employed on campus during a summer I or summer II session, he/she shall be given preference for up to eight (8) hours of Extended University Programs courses, if available.~~

41.§1.2.2 Bargaining-unit alternate-academic-year faculty members shall be offered preference over non-unit persons, excluding chairs:

41.§1.2.2.1 for their regular alternate-academic-year appointments, as provided in Article 25, Layoff and Recall;

~~41.§1.2.2.2 for up to a half-time [six (6) credit hours of regularly-scheduled courses] fall or spring teaching assignment per year, if available, during the "off semester," paid at twenty-two percent (22%) of base salary for a half-time fall or spring assignment;~~

~~41.§1.2.2.3 for up to two (2) Extended University Programs courses per alternate academic year, plus one (1) Extended University Programs course during the "off semester," if available, at the overload rate;~~

~~41.§1.2.2.4 if the faculty member is not employed on campus during the "off semester," he/she shall be given preference for up to eight (8) hours of Extended University Programs courses, if available.~~

41.§1.2.3 Bargaining-unit fiscal-year faculty members shall be offered preference over non-unit persons, excluding chairs:

41.§1.2.3.1 for their regular fiscal-year appointments, as provided in Article 25, Layoff and Recall;

~~41.§1.2.3.2 for up to three (3) Extended University Programs courses per year, if available, at the overload rate.~~

41.§1.3 *Part-time Instructors*. In addition, current bargaining unit faculty members on alternate-academic-year appointments shall be offered preference over part-time instructors for any academic-year appointments for which Western determines that said current faculty are qualified.

41.§1.4 *Non-department Course*. Preference applies only if Western decides to offer courses for which faculty members eligible for preference are qualified. ~~Preference shall not apply to courses offered by Extended University Programs that are not offered through~~

