

Status of WMU-AAUP Articles

Last updated September 2, 2021

This list provides the current status of each article in the WMU-AAUP Agreement. Articles listed as “negotiations in progress” are currently open and being negotiated at the bargaining table. Those with a status of “tentative agreement reached” have been closed with tentative changes and can be viewed on the [WMU-AAUP website](#). Articles with a status of “no changes” will tentatively move forward unchanged into the new agreement.

<u>Number</u>	<u>Article Title</u>	<u>Status</u>
Article 1	Recognition of Chapter	No changes
Article 2	Definitions	No changes
Article 3	Management Rights	No changes
Article 4	Chapter Rights	No changes
Article 5	Past Practices	No changes
Article 6	Right to Data	No changes
Article 7	Access to Facilities and Services	Tentative agreement reached
Article 8	Board of Trustees Observer	No changes
Article 9	Chapter Membership and Dues	No changes
Article 10	Anti-Discrimination and Affirmative Action and Sexual Harassment	Tentative agreement reached
Article 11	Faculty Records	No changes
Article 12	Grievance Procedure	Tentative agreement reached
Article 13	Academic Freedom and Academic Responsibility	No changes
Article 14	Appointment and Reappointment of Faculty	Tentative agreement reached
Article 15	Nepotism	No changes
Article 16	Evaluation of Professional Competence	Tentative agreement reached
Article 17	Tenure Policy and Procedures	Tentative agreement reached
Article 18	Promotion Policy and Procedures	Tentative agreement reached
Article 19	Faculty Evaluation of Administration	No changes
Article 20	Faculty Specialists	Tentative agreement reached
Article 21	Professional Conduct	No changes
Article 22	Progressive Review and Discipline for Cause	Tentative agreement reached
Article 23	Faculty Participation in Department Governance	Tentative agreement reached
Article 24	Faculty Senate	No changes
Article 25	Layoff and Recall	No changes
Article 26	Sabbatical Leave Policy	No changes
Article 27	Leaves of Absence	Tentative agreement reached
Article 28	Accommodation for Disability	Tentative agreement reached
Article 29	Additional Employment	Tentative agreement reached
Article 30	eLearning	Tentative agreement reached
Article 31	Compensation Guidelines	No changes
Article 32	Economic Compensation	Tentative agreement reached
Article 33	Health Care Benefits and Insurance	Tentative agreement reached
Article 34	Support for Faculty, Scholarship, and Creative Activities	Tentative agreement reached
Article 35	Retirement	No changes
Article 36	Other Fringe Benefits	Tentative agreement reached
Article 37	Long Range Planning	No changes
Article 38	University Calendar	Tentative agreement reached
Article 39	Annual Survey of Faculty	No changes
Article 40	Support for Teaching and Learning	Tentative agreement reached
Article 41	Preference	Tentative agreement reached
Article 42	Work of the Unit: Workload, Class Sizes, and Scheduling of Classes	Tentative agreement reached
Article 43	Intellectual Property	Tentative agreement reached
Article 44	No Strike, No Lockout	No changes
Article 45	Waiver Clause	No changes
Article 46	Savings Provisions	No changes
Article 47	Employee Assistance Program	No changes
Article 48	Permanent Interdepartment Transfer Process	No changes
Article 49	Duration	Tentative agreement reached
Appendix A	Contract/Grant Professorships	Tentative agreement reached
Appendix B	Bullard-Plawecki Employee Right to Know Act	No changes
Appendix C	Location of Personally-Identifiable Information	No changes
Appendix D	Western Michigan University Calendar	Tentative agreement reached
Appendix E	External Review Process – Promotion and Tenure	No changes
Appendix F	Tenure and Promotion Timetables	Tentative agreement reached