

ARTICLE 41
PREFERENCE

41.§1 **PREFERENCE**. Bargaining unit faculty 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 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 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 (three or four credit hour) course in their department in either the Summer I or Summer II session, but shall not displace bargaining unit faculty, who shall be given preference.

41.§1.2 *Non-unit Faculty*. Preference for bargaining unit faculty 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 chairpersons:

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 and thirty-five (35) hours per week for faculty in the University Libraries and the University Counseling and Testing Center] 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 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 whose Summer I or Summer II classes are canceled for low enrollment, if qualified to teach classes assigned to non-bargaining unit faculty, 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 chairpersons

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 chairpersons

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 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-departmental 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 a department or similar unit.

41.§1.5 *Extended University Programs.* Preference shall not operate to allow bargaining unit faculty members to "bump" non-unit persons already assigned to Extended University Programs

courses during a Summer I or Summer II session (or during an "off semester," i.e., Fall or Spring, for faculty on alternate-year appointments) if the bargaining unit faculty member's on-campus course(s) have been canceled because of insufficient enrollment

41.§1.6 *Notification.* Notification is understood to mean that "overload" teaching opportunities are "posted" by written communication within the department identified with the course, before assignments are made to part-time instructors.