

Memorandum of Understanding (MOU)

Merit System for Professor +5, +10, +15

The University Professionals of Illinois (UPI) and Western Illinois University (the Administration) agree to the following provisions:

1. There will be a pilot program from FY19 to FY 22 (Fall 2018-Spring 2022) of merit increases in lieu of minima increases for Professor+5, Professor+10, and Professor+15.
2. The UPI and Administration have agreed upon a template for the merit increases. The template will remain in effect for the term of the pilot period, subject only to approved equivalencies from the Departments pursuant to Article 20.14 and any changes mutually agreed upon by the parties.
3. The parties will create a joint committee (with an equal number of members from each side) to evaluate the efficacy of the pilot program including to identify aspects of the merit system for potential modifications and to make recommendations going forward. The factors for the evaluation will be agreed upon by the two parties prior to the committee's first meeting.
4. The evaluation committee must complete its evaluation and offer recommendations to the Provost and UPI President regarding the system by October 1, 2021.
5. The parties will meet in Fall 2021, after October 1, to discuss the committee's recommendations to determine if the program needs to be modified, remain unchanged, or be discontinued.
6. If the discussions in the Fall 2021 do not lead to an agreement, the parties will engage in negotiations over proposed changes.
7. In light of the short notice for implementation of the system, certain provisions have been included in the merit system that would not have otherwise been included in a system where employees had more advance notice and a full five years after that notice to build a case for merit. The following provisions have been included that the parties agree will not be included in any subsequent system except by mutual agreement of the parties:
 - a. During the pilot program, employees will be allowed to receive merit credit for activities for which they previously received PAAs that can also be counted on the Merit form for the applicable years. .
 - b. Those faculty applying for merit in the spring of 2019 will be allowed to submit for consideration activities through April 1, 2019 (as opposed to only activities through the previous academic year) and such submission may be made through April 1 (as opposed to September 15). Provided, however, those same activities may not be used in subsequent evaluation cycles. In addition, the evaluation of

the merit applications will be extended beyond the contract term into the summer of 2019.

7. During the trial period, a second avenue to receive an outstanding evaluation under Service and Scholarship (by meeting a greater number of Category B criteria than would be required if an employee has a Category A activity) is included. See University Template for Merit Adjustments. It is the administration's position that this second option should not be available after the trial period. It is UPI's position that decisions regarding details of the program should not be made until the pilot program has been evaluated.
8. The parties agree to address any disputes arising out of this Memorandum using the grievance and arbitration procedures set forth in Article 6 of the 2017-2021 Agreement between the parties.