

WMU-PIO 2016-2021 Agreement  
**Addendum: Continuing Status for Part Time Instructors**

This addendum contains the language of former Article 11, Reappointment, that was part of the WMU-PIO 2013-2016 Agreement. Under the WMU-PIO 2016-2021 Agreement, the granting of “continuing status” to members of the PIO bargaining unit, which is articulated in the passage below, will be [discontinued after August 1, 2017](#). However, until August 2017, part time instructors will continue to be granted continuing status, under stipulations 1, 2, and 5, below.

Moreover, all instructors who have been granted “continuing status” as of August 1, 2017 will retain the following rights until August 29, 2020: (1) Rebuttable presumption of appointment (item 3, below), and (2) sixty (60) day notice (item 4, below).

“Continuing status” as an instructor designation will cease to exist after August 28, 2020.

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(former Article 11, 2013-2016 WMU-PIO Agreement)

1. An Employee will be granted continuing status upon completion of teaching at least one semester or session in each of two consecutive contract years in the same Academic Unit. Upon reaching continuing status, this status will be lost if the Employee does not teach in the Academic Unit for eight (8) consecutive semesters/sessions; any subsequent appointment in the Academic Unit would restart the accumulation of semesters/sessions for continuing status.
2. Continuing status is achieved in a specific Academic Unit. An Employee teaching in multiple Academic Units can achieve continuing status in each Academic Unit.
3. An Employee with continuing status has a rebuttable presumption that she/he will be awarded a future part-time teaching appointment in the succeeding semester/session, dependent on Academic Unit needs and resources.
  - 3.1. The presumption is rebutted when the Academic Unit determines that an alternate candidate possesses demonstrably superior qualifications for the instruction involved.
  - 3.2. The Department Chair shall provide written notification of such determination to the Employee.
4. No later than sixty (60) calendar days prior to the “effective date” – defined as the first day of the first pay period of each semester/session – the University must provide to all Employees with continuing status either: (1) written notice of appointment for one or more classes in the upcoming semester/session; or (2) written notice that the instructor will not be offered an appointment in the upcoming semester/session or, if applicable, in the foreseeable future.
5. An Employee will be granted continuing status automatically if he or she served as a full-time faculty member, as defined in the Western/WMU-AAUP collective bargaining agreement, at any time within the twelve (12) months prior to the beginning of the part-time appointment.