

Dear Colleagues,

The United Faculty of Western Washington and the WWU administration recently signed a Memorandum of Understanding (MOU) regarding Outside Compensated Activities. UFWW initiated discussions about this topic in response to an incident on campus in which the university policy on outside compensated activity was misapplied. The new MOU clarifies what was in the old policy and protects faculty and faculty work.

WWU faculty are required to carry out their duties in the areas of teaching, scholarship and service. Many of our scholarship and service activities are deemed valuable beyond the university and faculty sometimes receive compensation from outside entities for those activities. **The new MOU makes it clear that this compensation is not a violation of university policy or state ethics law and that faculty need not worry about using university resources (computers, offices, paper, etc.) to carry out their duties as faculty members for which they may receive some outside compensation.**

The MOU adds to the old policy on outside compensated activity by clearly defining what constitutes outside compensated activity. That definition reads:

“Outside Compensated Professional Activities - Professional activities that fall completely outside of a faculty member's WWU teaching, research, and service duties as described in the Faculty Collective Bargaining Agreement and Department and College Unit Evaluation Plans.”

Any activity that falls into the category of scholarship or service, whether it is compensated or not, is not an *outside* compensated activity, and thus is *not* subject to the restrictions that were in the old policy and are replicated in the MOU.

The MOU further reinforces this understanding and protects faculty with this statement:

“The university recognizes and fully respects the principle of individual ownership of intellectual property. Research and publication are a central part of a faculty member's responsibility. This research is often deemed valuable by a variety of communities beyond the university, and the university recognizes the right and responsibility of a faculty member to share his or her research as widely as possible. If a faculty member is compensated by anyone beyond the university for research or publication performed as part of the faculty member's duties as a faculty member, the university will not consider that a violation of this policy.”

This MOU clarifies what has always been the case for faculty in this state and should prevent misinterpretation in the future and allow faculty to conduct our work without fear.

The MOU also contains a reporting requirement that was in the old policy:

“All outside work and activities must be reported annually by the faculty member to the Department Chair (or comparable unit administrator) who will maintain the reports on file and prepare a report to the appropriate Dean. Each Dean will submit to the Provost an annual report on outside work by faculty members in the college.”

This requirement is not new, but it has not been systematically implemented in the past. Provost Carbajal has recently instructed deans and chairs to begin to implement this requirement. But it is extremely important to note that only outside activities, not activities that are a part of our teaching, research, and service, are required to be a part of the new report.

UFWW thanks everyone who worked on this MOU and we look forward to continuing to protect faculty work. If you have any questions, please don't hesitate to contact Bill Lyne (William.Lyne@wwu.edu) or Chuck Lambert (Chuck.Lambert@wwu.edu).

Sincerely,

Chuck Lambert
President, United Faculty of Western Washington