

**COLLECTIVE BARGAINING
AGREEMENT BY AND BETWEEN
ANTIOCH UNIVERSITY**

AND

SEIU LOCAL 925

August 1, 2023 – July 31, 2026

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PREAMBLE

Antioch University (the “University”) and the Service Employees International Union Local 925, CTW, CLC (the “Union”) (collectively, the “Parties”) agree as follows:

ARTICLE 1 - RECOGNITION AND BARGAINING UNIT DESCRIPTION

- 1.1 The University recognizes the Union as the sole and exclusive collective bargaining representative of faculty members in the following bargaining unit:

All full-time and regular part-time faculty, including core, teaching, clinical, affiliate, and adjunct faculty employed by the University at its campuses in Seattle, Washington (“AUS”), Los Angeles, California (“AULA”), Santa Barbara, California (“AUSB”), and Keene, NH (“Antioch University New England” or “AUNE”), and Antioch University’s online divisions and Graduate School of Leadership & Change (“GSLC”) even if those faculty also hold the following secondary appointments: Program Chair, Academic Concentration Director, Director of Clinical Training or Coordinator; excluding, administrators, (including psychology/counseling clinic directors and University Librarian) and deans (including but not limited to, divisional, associate/assistant and school dean), regardless of additional teaching responsibilities or contract type; visiting faculty, non-faculty staff, non-administrative staff who are not compensated additionally for teaching, and all other employees, guards, managers, and supervisors as defined in the National Labor Relations Act.

ARTICLE 2 - ACADEMIC FREEDOM

- 2.1 The University has adopted a policy on Academic Freedom, drawn from the 1940 Statement of Principles promulgated by the American Association of University Professors. The current version of the University’s policy is attached as Appendix A.

ARTICLE 3 - SHARED GOVERNANCE

- 3.1 The Parties recognize the University’s long record of shared governance through which the faculty historically have provided recommendations to administrators and the Chancellor on matters of academic policy. The Parties support the principle of shared governance and recognize the Faculty Senate as the faculty representative body.
- 3.2 As the faculty’s exclusive bargaining representative, the Union is responsible for representing the bargaining unit’s interests with respect to wages, benefits and working conditions, including the provisions of this Agreement.
- 3.3 The University’s shared governance systems provide faculty recommendations to the University on matters including:

- 3.3.1 University policies regarding program and curriculum development, student evaluations, and other issues of academic standards;
 - 3.3.2 University policies regarding the admission, retention, and graduation of students;
 - 3.3.3 University policies regarding the granting of degrees and awards for all students; and
 - 3.3.4 Priorities for faculty hiring and the standards and policies used in identifying successful applicants.
 - 3.3.5 The University may also solicit faculty input from its shared governance systems into policies, practices or decisions that do not affect wages, benefits and working conditions of bargaining unit faculty, including those matters described as management rights in Article 6.
- 3.4 Through shared governance and internal University structures established and maintained in accord with University policies, faculty have responsibility for the academic quality of the curriculum, including its development, implementation, currency and relevance, as well as for the assessment of student learning.

ARTICLE 4 - PROFESSIONAL RESPONSIBILITIES

- 4.1 Faculty members in the bargaining unit, guided by a deep conviction of the worth and dignity of the advancement of knowledge, shall recognize that academic responsibility implies faithful performance of professional duties and obligations. Their primary responsibility to their subject is to seek and state the truth as they see it. To this end faculty members shall devote their energies to developing and improving their scholarly competence. They have an obligation to exercise critical self-discipline and judgment in using, extending, and transmitting knowledge. They shall practice intellectual honesty.
- 4.2 As teachers, faculty members shall encourage the free pursuit of learning in their students. They shall hold before them the best scholarly and ethical standards of their discipline. Faculty members shall demonstrate respect for students as individuals and adhere to the faculty members' proper roles as intellectual guides and counselors. Faculty members shall make every reasonable effort to foster honest academic conduct and ensure that their evaluations of students reflect each student's true merit. They shall not participate in or condone any exploitation, harassment, coercion, or discriminatory treatment of students. They shall acknowledge significant academic or scholarly assistance from students. Faculty members shall respect the confidential nature of the relationship between faculty and students, consistent with FERPA, HIPAA and other federal guidelines, and shall not disclose information about students obtained in the course of their work as faculty unless disclosure serves a compelling professional purpose or is required by law. Further, faculty members shall not enter into personal relationships with students that hinder any student's academic progress or create a situation in which any student is either favored or negatively impacted on grounds other than academic performance.

- 4.3 As colleagues, faculty members have obligations that derive from common membership in the community of scholars. Faculty members shall not discriminate against or harass colleagues. They shall respect and defend the free inquiry of associates. In the exchange of criticism and ideas, faculty members shall show due respect for the opinions of others. Faculty members shall strive to be objective in their professional judgment of colleagues.
- 4.4 In making public statements – including the exercise of their right to responsible dissent on matters of institutional policy or educational philosophy – faculty members have an obligation to be accurate, to exercise appropriate restraint, to show respect for the opinions of others, and to make every effort to indicate that they are not speaking for the University.
- 4.5 Faculty members shall accept their share of faculty responsibilities in the academic governance of the University.

ARTICLE 5 - UNION RIGHTS

- 5.1 Union staff shall have reasonable access to the University's facilities for the transaction of necessary Union business relating to this Agreement, so long as there is no actual or attempted disruption of normal business and classroom activities. The Union agrees to comply with all University regulations and policies regarding the use of University facilities, including following proper procedures for reserving meeting rooms and accessing and utilizing the University's electronic resources.
- 5.2 The Union shall have access to space on campus for the purpose of conducting Union meetings, subject to University procedures regarding reservation and use of space. Requests to reserve space will make clear that the purpose is for a Union meeting.
- 5.3 Each year, the Union shall provide a list of those faculty who will represent the bargaining unit in the adjustment of grievances, the processing of any disciplinary appeals, and in meetings with a grievant or University representative, as well as in attending to other matters relating to the administration of this Agreement. Such list will be promptly updated as needed.
- 5.4 As part of the new hire orientation process, the University will inform all faculty members newly hired into a position included in the bargaining unit of the Union's exclusive recognition, and of the location where an electronic copy of this Agreement can be viewed and/or downloaded. At its election, the Union may supply to the University written materials regarding Union representation to be supplied to newly-hired bargaining unit members.
- 5.5 The University will make available for use by the Union space on a University-supplied bulletin board in an area accessible by faculty. Material posted on the designated bulletin board space will be appropriate to the workplace, politically non-partisan, and identified as Union literature. The Union will not post Union communications in other public locations on campus.

- 5.6 The Union shall have the right to use the faculty mail boxes and e-mail to notify bargaining unit members about Union activities, provided any notices distributed electronically comply with applicable University policies. Such mailings shall be identified as to source.
- 5.7 Consistent with University policy, any search committee established for the hiring of a President, Chief Academic Officer or Associate Provost, Chancellor and Chancellor's Cabinet Members, will include faculty representation. There shall be a minimum of two (2) faculty representatives on such committees, who will be chosen by the faculty.
- 5.8 The Union shall be furnished with a copy of publicly available agendas and minutes associated with meetings of the Antioch University Board of Governors, to the extent that such documents are not posted on a publicly available internet site.

ARTICLE 6 - MANAGEMENT RIGHTS

- 6.1 Retention of Management Rights. The University reserves the right to manage its affairs in accord with its lawful mandate, and retains all management powers and authority not specifically abridged, delegated or modified by the terms of this Agreement.
- 6.2 Examples of Management Rights. The sole and exclusive rights of the University include, but are not limited to, the rights to:
 - 6.2.1 Plan, direct and control all operations and services of the University, including its mission, budget, strategic direction, service levels, staffing levels and resource requirements;
 - 6.2.2 Develop, interpret, amend and enforce written policies (applicable to all campuses), procedures, and rules governing the University and the workplace;
 - 6.2.3 Determine the methods, means, and organization by which University operations and services shall be undertaken and accomplished;
 - 6.2.4 Discipline or discharge faculty members during the term of their appointment for just cause;
 - 6.2.5 Assign work in a manner consistent with this Agreement;
 - 6.2.6 Schedule courses and alter course schedules;
 - 6.2.7 Establish the duties and responsibilities of faculty and other employees;
 - 6.2.8 Establish and implement policies and procedures for evaluating the performance of faculty consistent with this Agreement;
 - 6.2.9 Establish, modify, and manage the University's programs and offerings;

- 6.2.10 Determine the kind and location of facilities and equipment, and install, maintain, remove and retire such facilities or equipment;
- 6.2.11 Plan and implement any reductions in force, including the determination of the reason for any reduction in force and the identification of the specific position(s) affected by a reduction in force;
- 6.2.12 Recruit, hire and promote faculty based on standards established by the University; and
- 6.2.13 Perform all other functions that do not conflict with this Agreement.

ARTICLE 7 - FACULTY CLASSIFICATIONS

The following outlines classification as it applies to faculty covered by this agreement. However, these classifications, will not apply to faculty teaching in a non-course based, competency-based, cohort-based, program with an integrated interdisciplinary curriculum. Faculty in those programs will have the details of their appointment outlined in their offer letters consistent with University practice.

- 7.1 Full-time Faculty Appointments. Faculty who are hired to work at 75% or more of a standard faculty workload are considered full-time. Full-time faculty are eligible for insurance benefits in accord with University policy and the Agreement.
 - 7.1.1 Definitions. Full-time faculty will fall into one of the following categories, as outlined in their appointment letter.
 - 7.1.1.1. Core Faculty. Core Faculty members are employees hired normally on a full- time basis, who have responsibility in all four areas of faculty engagement including student learning, scholarship, institutional service and community engagement in a manner prescribed by the University and its officers. Core faculty members are always hired through a search process, according to University search procedures, and must hold a terminal degree in their field, have a record of teaching, demonstrated scholarly contributions as defined by each School and the capacity for university service and community engagement. Exceptions may occasionally be made to the above educational requirement for those with exceptional experience or for those who are nearing completion of their degree. Core Faculty must teach 18 semester hours or 24 quarter hours per year. Exceptions to these requirements will be outlined in appointment letters upon approval by the VCAA, with a recommendation from the SD and the respective hiring committee.

Core faculty members are eligible for three-year rolling employment contracts, in accord with University policy, after successfully completing the initial appointment period of two (2) two-year terms (unless their consideration is accelerated as allowed by policy). Core faculty members

whose contracts are not being renewed receive notice of non-renewal in accord with University policy.

7.1.1.2. Teaching Faculty. Teaching faculty members are appointed to fixed-term contracts. Unless appointed in the middle of an academic year, Teaching Faculty will typically be appointed for an entire academic year. First and foremost, Teaching Faculty teach 24-18 semester hours or 36-24 quarter hours per academic year to fulfill their student learning obligation. Exceptions to this requirement will be documented in writing. They are also expected to participate in institutional service activities, but they are not required to be engaged in scholarship or community engagement. They must have an appropriate terminal degree and demonstrated teaching experience. Exceptions to the qualification requirements may be made by the VCAA, with a recommendation from the SD and the respective hiring committee. Teaching faculty members are eligible for multi-year contracts as stipulated above, and their contracts expire by their terms at the end of an academic year. Successful completion of an annual contract does not create an entitlement to an additional contract. Teaching and Clinical faculty are not subject to the notice of nonrenewal as specified in the University's non-renewal policy.

7.1.1.3. Clinical Faculty. Clinical faculty members are appointed to fixed-term contracts. Unless appointed in the middle of an academic year, Clinical Faculty will typically be appointed for an entire academic year. Clinical faculty teach semester hours or quarter hours per academic year to fulfill their student learning obligation. Exceptions to this requirement will be documented in writing. They are also expected to participate in institutional service activities, but they are not required to be engaged in scholarship or community engagement. While terminal degrees are preferred for such appointments, a masters degree combined with extensive professional experience may be sufficient for appointment. Exceptions to the qualification requirements may be made by the VCAA, with a recommendation from the SD and the respective hiring committee. Clinical faculty members are eligible for multi-year contracts as stipulated above, and their contracts expire by their terms at the end of an academic year. Successful completion of an annual contract does not create an entitlement to an additional contract. Teaching and Clinical faculty are not subject to the notice of nonrenewal as specified in the University's non-renewal policy.

7.1.2 Full-time Faculty Leadership Opportunities. Full-time faculty may hold one of the leadership roles identified below without impacting their ability to remain in the bargaining unit.

7.1.2.1. Chair ("Chair"). The role of academic unit head (or "chair") is a Core faculty appointment as defined in Section 7.1.1.1. Each department chairperson shall be responsible to the Dean and shall exercise

professional leadership in the department/unit, shall conduct the routine operation of unit/departmental affairs and shall take appropriate initiative in recommending the development of the curricular and resource requirements of the department. As a Core faculty appointment, the chair's workload is expected to include all four (4) categories of Core faculty work, but the chair's workload will necessarily involve a different percentage of expected participation in the four (4) categories of core faculty work to accommodate the chair responsibilities.

Chairs report directly to a School Dean (SD), Divisional Dean (DD) or the Associate Dean (AD). Nominations for Chair positions are conducted in the Spring term each year. Program area faculty members recommend acceptable candidates from within the unit/program area for the position of Chair, from which the DD/AD, in consultation with the School Dean (SD), selects and appoints one for a term of no more than three years. At any time that significant dissatisfaction related to the Chair's performance in the role is expressed on the part of either the faculty, the DD/AD, or the SD, a decision may be made to seek a new Chair for that program area.

In the event there are no Core faculty available or suitable to fill the appointment, a Teaching/Clinical Faculty member may be considered for an interim chair appointment upon approval by the DD/AD and VCAA.

Where applicable, the chair's responsibilities shall more specifically include but shall not be limited to the following:

1. In accordance with the other applicable provisions of this Agreement, providing for the scheduling of courses and classes, academic advising, independent and intra-departmental learning, programs, faculty research, and other student and Faculty activities within the department;
2. Making recommendations regarding the extension or modification of the curriculum structure within the department to strengthen the university's programs and to endeavor to provide students with maximum accessibility to the college's offerings;
3. Assisting in the recruitment of Faculty;
4. Periodically submitting requests for supplies and equipment; participates in developing and administering the departmental budget;
5. Maintaining communication relative to departmental matters;
6. Meeting regularly with the SD, VCAA or designee and with members of the department and regularly with the appropriate departmental and Faculty committees in order to coordinate the

interaction of departmental programs and activities and to facilitate the discharge of the responsibilities set forth above;

7. Promptly advising the SD of the receipt of any substantial complaint of a student or member of the Faculty and/or any other concerns within the Department and participate in any investigation as directed by the SD;
8. Implementing the applicable policies of the unit, School and University;
9. Developing term, academic year, or multi-year course schedules, for approval by the SD, as requested;
10. Recommending faculty assignments, for approval by the SD, as requested; and
11. Performs other duties and tasks as assigned or delegated by the DD/AD.

7.1.2.2. Program or Concentration Directors (CD). When appropriate to meet program needs, a faculty member may be assigned to serve as a Program Director (PD) or Concentration Director (CD). The PD or CD fulfills special duties assigned by the Chair, DD, AD to assist in administration and programmatic tasks. The Chair, if there is one, maintains leadership for the program.

Where applicable, the PD or CD's responsibilities shall more specifically include but shall not be limited to the following:

1. Overseeing and coordinating admissions into the programs.
2. Advising, counseling and communicating with students to ensure appropriate student satisfaction and support.
3. Recruiting, reviewing and recommending adjunct hires.
4. Assigning faculty to courses with approval of the Chair/SD.
5. Preparing the schedule of classes with approval of the Chair/SD.
6. Serving as a liaison to School councils and committees.
7. Implementing the current policies of the unit, School, and University.
8. Maintaining and processing student records and informing students of their standing and progress toward degrees.

9. Recommending and coordinating changes and improvements in curricula, requirements, and programs.
10. Directs meetings of the Program faculty.
11. Implementing the current policies of the unit, School, and University.
12. Recommending course substitutions, individual investigations and transfer or transient credit.
13. Performing other duties and tasks as assigned or delegated by the Chair/SD.

7.1.2.3. Director of Clinical Training. Reports to the Program Chair. Directors of Clinical Training responsibilities include, but shall not be limited to, the following:

1. Oversees graduate student clinical training and placements.
2. Serves as advisor and mentor to students applying to training sites including practicum or internship placements.
3. Play a major role in the practicum and/or internship orientation process such as: conducting workshops on the application process, writing CVs and professional essays, and interviewing techniques.
4. Confers with students on practicum placements and collaborates with internal and external sites.
5. Position involves clinical training administrative coordination including updating Clinical Training Manuals in consultation with Program Chair.
6. Coordinates all aspects of practicum and/or internship placements; maintain contact with sites and clinical supervisors serving as university liaison, consult with supervisors and sites to assure compliance with ethical and professional standards, training guidelines, and accreditation standards.
7. Maintains current knowledge of relevant regulations and licensing laws.
8. Develops documents as necessary, coordinates MOUs with placement sites, reviews supervisor evaluations and self-evaluations of practicums or internships, annual verification of hours, and final site evaluation.

7.1.2.4. Coordinator. Program areas may have one or more specialized needs at various times that place high administrative demands on faculty within these programs. Programs with accreditation reporting and tracking requirements, for example, may request the appointment of a faculty member to serve as coordinator for accreditation, program reviews, changing licensing requirements, pursuing and overseeing major grants, etc.

7.2 Part-time Faculty Appointments. Part-time faculty are hired to work at less than 75% of a standard, non-core faculty workload. Part-time faculty will receive benefits to the extent specified in this Agreement, and may be eligible for inclusion in the faculty retirement and health insurance plans if they meet plan and ERISA eligibility requirements.

7.2.1 Definitions. Part-time faculty will fall into one of the following categories, as outlined in their appointment letter.

7.2.1.1. Affiliate Faculty. Affiliate Faculty members are contracted for one or more terms to teach a specified number of courses and/or to perform additional tasks related to student learning (e.g., advising, dissertation committee work, clinical supervision). Unless appointed in the middle of an academic year, Affiliate Faculty will typically be appointed for an entire academic year. Affiliate Faculty will be assigned a workload and paid as a percentage of Teaching Faculty, as delineated in their offer letter. Affiliate faculty members' contracts expire by their terms. Affiliate faculty will be notified of renewal or non-renewal on the same timeline that the University issues offer letters to full-time faculty.

7.2.1.2. Senior Lecturer. Adjunct Faculty members who have taught at least six (6) courses at the University, have had assignments during at least three (3) academic years, and who have demonstrated excellence as determined through a substantive review of the faculty member's cumulative performance conducted by the academic unit head may, upon approval by the SD be appointed a Senior Lecturer. Senior Lecturers receive a fixed-term contract of up to one (1) academic year. Adjunct faculty who meet the experience requirements may apply for Senior Lecturer status by submitting to the academic unit head a portfolio including syllabi, links to course evaluations, and a current CV. Applications submitted by the end of week five of the term will be considered during the term submitted. If granted, Senior Lecturer status will take effect the following term.

Adjunct Faculty. Adjunct faculty members are hired to teach scheduled courses during a specified academic term and do not hold a primary staff or administrative position with the University.

7.2.2 Classification Review. A review by the Chair, to determine if an additional full-time position is justified in the program, may be initiated by a faculty member's

request or on a Chair's own initiative. After this review, the Chair will make a recommendation to the SD, who will make a recommendation to the VCAA.

7.2.3 Notification of Full-Time Faculty Job Search. All faculty will be notified of any full-time faculty job searches when they are posted. Any part-time faculty who are qualified for the posted position and submit application for the search process and are not selected for the position will be given a response in writing.

7.3 Visiting Faculty. Visiting faculty are Faculty whose primary appointment is with another institution are appointed from time to time to meet specific program or school needs. Visiting appointments will customarily be for one year. All visiting faculty will only be appointed or have their appointments renewed or extended upon the recommendation and approval by the Chair, Dean, and VCAA. Visiting faculty members whose wages and benefits are not provided by a home institution or other source will receive compensation and benefits consistent with Teaching faculty positions. Visiting faculty are not part of the bargaining unit.

ARTICLE 8 - FACULTY EVALUATIONS

8.1 Regular performance evaluation is critical to upholding our commitment to: Engagement in Student Learning, Institutional Citizenship, Service to the Community, and Scholarship. All faculty expect to be evaluated on these areas in which they are responsible as identified in their appointment letter and workload agreements.

Expectations of course content and materials, teaching methodologies, use of technologies, and academic and professional standards shall be provided to the faculty member in writing before the beginning of any courses taught.

Depending on the faculty appointment, evaluation may incorporate a combination of student evaluations, narrative evaluation from a Chair or School Dean (SD) or Divisional Dean (DD), self- evaluation, and/or classroom evaluation performed by other faculty members.

8.2 Student evaluations shall be undertaken for purposes of faculty evaluation:

Student evaluations will be conducted at the conclusion of each course, residency, or academic term. Midpoint evaluations are optional. Evaluation forms will be made available to all faculty members electronically before courses begin in a given term. Whether to conduct mid-term evaluations will be at the discretion of the Faculty member, in conversation with the students.

8.2.1 Faculty members shall cooperate with the appropriate academic administrators to facilitate the student evaluation process. If congruent with the program delivery model, students will be given the opportunity to complete final course evaluations before receiving their final assessments. Student course evaluations and/or narratives shall be made available to the faculty member after, but within three

(3) weeks of, final grades and narrative assessments. The course evaluations will not include names or any identifying information of the student.

- 8.2.2 University-approved course evaluation processes and forms will be used for student evaluations. Academic programs may use different course evaluation forms, provided they are consistent with University guidelines.
 - 8.2.3 Faculty members shall have the right to submit additional questions in order to address issues that are specific to the department, program, or course, consistent with University guidelines.
 - 8.2.4 Faculty members may, if they choose, submit a written response to the student evaluations. The written response will be submitted to the academic unit head and will be taken into consideration by the department in the context of performance review.
 - 8.2.5 Student feedback will not be used as the sole basis to evaluate a faculty member's performance.
- 8.3 Classroom observation(s) is a valuable part of faculty evaluation.
- 8.3.1 The initial observation of any faculty will be conducted by the academic unit head. A delegate may perform the initial observation with the consent of both the academic unit head and the faculty member.
 - 8.3.2 After the initial classroom observation and for all subsequent evaluations, each faculty member will coordinate with their respective academic unit head in identifying an evaluator who has training and experience appropriate to evaluate the faculty member.
 - 8.3.3 The faculty member will identify instructional sessions in which the presence of the evaluator will not be detrimental to or compromise the students' educational experience. The time and date of the observation shall be designated in advance by mutual agreement between the evaluator and the faculty member. The faculty member is responsible for informing the academic unit head of the agreed-upon schedule prior to the observation taking place.
 - 8.3.4 Classroom observation(s) shall be conducted during a period in which instruction is taking place, and for a duration of time reasonably necessary to observe a faculty member's teaching skills and methodologies.
 - 8.3.5 The evaluator will prepare a written evaluation report within a four (4) week period of time after the classroom observation, and submit a copy of the evaluation to the academic unit head and the faculty member. Upon request of the faculty member or the evaluator, the evaluator will meet with the faculty member in a timely manner to discuss the evaluation. Faculty members are free to add their own comments about the observation summary.

- 8.3.6 A faculty member may appeal the written report in writing within three (3) weeks of the faculty member's receipt of the evaluation and submit it to the evaluator and academic unit head. The evaluator shall review the appeal with the faculty member and decide whether to maintain the original evaluation, modify the evaluation, or require a new evaluation. Any changes to the original evaluation will be provided to the academic unit head and the faculty member. In any event, the faculty member's written response shall be maintained as part of the evaluation materials.
- 8.3.7 The faculty member may request one (1) additional classroom observation by a different member of the faculty, and such request shall not be unreasonably denied.

8.4 Evaluation of Core Faculty.

8.4.1 Core Faculty are evaluated on: Engagement in Student Learning, Institutional Citizenship, Service to the Community, and Scholarship.

8.4.2 Annual Evaluation of Core Faculty.

Core faculty will be evaluated annually prior to conclusion of the Initial Appointment Period and before appointment to a rolling contract. Assuming reappointment, evaluations will then be conducted at least every five years thereafter. Evaluations will include: (1) a self-evaluation (including an update of engagement in student learning, scholarship, community engagement and institutional citizenship and inclusion of any additional information the faculty member deems relevant); (2) a narrative evaluation by a supervisor; (3) student evaluations; and (4) by request by the faculty member, the Chair, SD, DD, or VCAA, a meeting between the faculty member, academic unit head and, as applicable, SD (or Designee) or Divisional Dean.

8.4.2.1. The academic unit head coordinates the documentation for the regular evaluation of Core faculty members and submits the documentation to the SD for final approval.

8.4.2.2. A copy of the final evaluation will be given to the faculty member. The final evaluation—including any comments by the faculty member, shall become part of the faculty member's personnel file.

8.5 Evaluation of Teaching and Clinical Faculty.

8.5.1 Teaching and Clinical faculty are evaluated on their teaching and other expectations as described in their appointment letters.

8.5.2 The academic unit head conducts the evaluation of Teaching and Clinical faculty prior to the conclusion of their Appointment Period and submits the evaluation to the SD, DD, or AD as applicable, for final approval. A copy of the final evaluation

will be given to the faculty member. The evaluation, including any comments by the faculty member, shall become part of the faculty member's personnel file.

8.5.3 Evaluation of Teaching and Clinical faculty may include, but not be limited to, the following: Reviewing all student evaluations, syllabi and applicable course materials, examining assessment methods, self-evaluation, and observing teaching to evaluate teaching effectiveness.

8.5.4 A classroom observation, as described above in Section 8.3, will be conducted for all Teaching and Clinical faculty no later than the end of the initial appointment. Subsequent classroom observations will be scheduled as needed.

8.6 Evaluation of Part-Time Faculty

Part-time faculty who have been appointed for more than three academic terms in a three year period may request to be evaluated by their Chair. Prior to the evaluation, the faculty shall submit a self-evaluation that will reflect upon their student evaluations, effectiveness of their pedagogical approach to teaching and learning, and responsiveness to administrative obligations. A classroom observation may be conducted at the discretion of the Chair. A copy of the final evaluation will be given to the faculty member.

The final evaluation, including any comments by the faculty member, shall become part of the faculty member's personnel file.

ARTICLE 9 - WORKLOAD

9.1 Assignment of Workload Procedure. Workloads will be determined within the following process:

9.1.1 Faculty shall receive their anticipated workload from the Chair no later than July 1st of each year for the upcoming academic year. Chairs will provide drafts of faculty workload documents to Deans by at least June 1st for approval in order to meet this deadline. Chairs will receive their anticipated workload from the SD no later than July 1st.

9.1.2 Workloads will be determined in accordance with University Policy in consultation between the Program Director and/or Chair and the Faculty member and approved by the Dean or designee. The Chair shall meet with Faculty prior to June 1st to discuss department needs and preferences along with the preferences, abilities and geographic location/time zone of the faculty member.

9.2 Core Faculty. Core faculty will be assigned an annual workload that allocates workload among the four expected engagement areas of core faculty performance: engagement in student learning; engagement in scholarship; engagement in service; and engagement in institutional citizenship. Allocation to each engagement area of expected performance will be determined in accord with University policy. Core faculty are generally responsible for direct instruction (including courses and other forms of direct instruction such as direction

of a dissertation/thesis, and clinical supervision course) of twenty-four (24) quarter/eighteen (18) semester credit/units per academic year, which generally will account for 60% of their workload. For faculty teaching in a non-course based, competency-based program, or cohort-based, program with an integrated interdisciplinary curriculum, direct instruction may not result in student credit hours. Faculty in those programs will have the details of their appointment and workload outlined in their offer letters consistent with University practice. The remaining workload shall be assigned and described in an annual workload form and can include duties listed on Appendix B. The number of units assigned to faculty work beyond direct instruction may be recommended by guidelines provided in Appendix B and the recommendations of the Chair with final approval by the SD and VCAA, or designee.

- 9.3 Teaching Faculty. A Teaching Faculty will generally be assigned a workload that allocates workload between engagement in student learning and institutional citizenship. Allocation to each engagement area will be determined by the Chair and approved by the SD and VCAA, or designee.

Teaching Faculty are generally responsible for a direct instruction requirement of between thirty-six to twenty-four quarter and twenty-four to eighteen semester credits/units per academic year, based on school/department needs and consistent with the University practice(s) as of Academic year 2022/2023, which generally will account for 80% of their workload. The remainder shall be described in an annual workload form and can include duties listed on Appendix B, if applicable.

The number of units assigned to faculty work beyond direct instruction may be recommended by guidelines provided in Appendix B and the recommendations of the Chair with final approval by the SD and VCAA, or designee.

- 9.4 Clinical Faculty. Clinical Faculty will generally be assigned a workload that allocates time between engagement in student learning and institutional citizenship. Clinical Faculty may be responsible for direct instruction. Allocation to each engagement area will be determined by the Chair and approved by the SD and VCAA, or designee and shall be described in an annual workload form and can include duties listed on Appendix B, if applicable. The number of units assigned to faculty work beyond direct instruction may be recommended by guidelines provided in Appendix B and the recommendations of the Chair with final approval by the SD and VCAA, or designee.

- 9.5 Affiliate Faculty. The percentage of workload allocated to teaching/student learning and/or institutional citizenship will be determined by the Chair, and approved by the SD and VCAA, or designee and can include duties listed on Appendix B, if applicable. Absent mutual agreement between Affiliate faculty and SD, and prior approval by the VCAA or designee, an Affiliate faculty member will not be assigned a workload that exceeds 74% of a full-time faculty member's workload. Affiliate faculty who seek to amend their workload to include work for more than one Chair must notify the SD of any school for which they are or are proposing to perform work and must obtain approval from same.

- 9.6 Credit equivalencies for faculty who engage in student learning in ways other than direct instruction will be determined by the SD, in consultation with the faculty member and the chair subject to final approval of the VCAA or designee using the guidelines provided in Appendix B.
- 9.7 Variations in the number of credits assigned to a faculty member may be required to accommodate accreditation requirements; to address excess or insufficient enrollments; to address institutional or department/school priorities or practices and new initiatives; or to address extensive research or service activities of the faculty member.
- 9.8 Upon recommendation by the SD and with approval of the VCAA or designee, full-time and Affiliate faculty may be released from part of their expected responsibilities in one or more engagement areas to permit the faculty member to complete other work of importance to the University.
- 9.9 Changes to Workload. Workload for full-time and Affiliate faculty shall not be changed without prior consultation with the affected faculty member, and all such changes will be memorialized in writing.
- 9.10 Adjunct Faculty.
- 9.10.1 The workload for Adjunct faculty consists of engagement in student learning through teaching and constitutes no more than 68% of a full-time workload. Total workload will be determined by the number of courses assigned. Adjunct faculty members will not be assigned more than twelve credits per any given term.
- 9.10.2 Adjunct faculty who seek to accept an assignment from a Chair, Unit or Program must notify the SD of any school for which they are or are proposing to perform work and must obtain approval from same.
- 9.10.3 Adjunct faculty will be notified of the need to cancel a class by or before two (2) workdays following the closing of late registration for the course. Such faculty will receive three hundred dollars (\$300) of the course fee for canceled courses as compensation for producing the syllabus (which will be considered a work for hire) and completing other preparatory work.
- 9.11 Overload. Full-time faculty may accept additional work beyond their expected workload with recommendation from the SD and prior approval from the VCAA. All such overload assignments will be paid in accordance with Section 12.5 and described in the faculty member's annual workload form using the guidelines provided in Appendix B. All approved overload will be paid after full workload has been completed, unless otherwise agreed.
- 9.12 Unscheduled Time. Workload may be negotiated to create unscheduled time during which faculty have no teaching or service obligations. Full-time faculty who wish to make use of concentrated research time or who would like to focus on clinical practice or community engagement, are permitted to limit teaching assignments to three of four quarters or to two

of three semesters. Faculty with administrative obligations will be expected to be available throughout the year, including during unscheduled time.

ARTICLE 10 - ACCESS TO SERVICES

- 10.1 New faculty members will be provided with an opportunity to attend, and faculty agree to attend, a new faculty member orientation organized by Academic Affairs at the beginning of their first term, where they can be introduced to the procedures necessary to do their job. The academic unit will continue to provide guidance to the new faculty member specific to the unit, to help receive and address student concerns, and provide other assistance as requested.
- 10.2 Any written unit guidelines, policies, or procedures, to the extent they exist, shall be made available to the faculty new member by the leader of the academic unit within the first 30 days of the academic term in addition to any subsequent updates as available.
- 10.3 If faculty members are authorized in advance by the University to purchase supplies, materials and/or software for a course, they will be promptly reimbursed (in no event later than sixty (60) days), upon submission of a receipt or other documentation of the expense as may be required by University policies and procedures.
- 10.4 As needed to complete assigned duties, faculty members shall have access to computers with internet access, printers, photocopying, technical support and clerical/administrative support in order to prepare for classes and serve students. Approved faculty will be assigned a computer with the necessary hardware and software to perform assigned duties. The University will arrange for appropriate access to facilities for faculty when they are teaching in-person after normal business hours or on weekends. If a faculty member's request for a computer is denied, notification will be provided in writing, upon request.
- 10.5 Faculty members shall have access to University email and appropriate access to the University network, as needed to complete assigned duties.
- 10.6 All faculty shall have access to workspace on a campus to prepare for class, meet with and advise students, including private space when necessary and available.
- 10.7 Home Office Space. All full-time faculty will receive a \$325.00 annual allowance for establishing and maintaining a home office. Affiliate faculty will receive a prorated share of the annual allowance (based on contracted FTE). The University reserves the right to provide larger and/or more frequent allowances under this Section for those who are assigned to a remote/low residency program, or as required by law.
- 10.8 Faculty members shall have access to library services as required prior to an appointment, and for the term of their appointment to the extent permitted by the University's licensure arrangements.

Once a course schedule has been approved, it will be provided to all faculty by the appropriate Chair.

ARTICLE 11 - BENEFITS

- 11.1 All full-time faculty may be eligible for certain employee benefits, including Vision and Dental Insurance, Retirement Plan, Tuition Remission, Life and Accidental Death Insurance, Short- Term Disability, and Long-Term Disability Insurance. Unless otherwise provided below, benefits will be provided and applied per University policy and the applicable plan documents.
- 11.2 All faculty may be eligible for employee health care benefits. Unless otherwise provided below, benefits will be provided and applied per University policy and the applicable plan documents.
- 11.3 Health Insurance.
- 11.3.1 National Plans. The University will offer all eligible faculty members a national health insurance plan or plans). In the event that the University makes changes to the plans offered, the benefits or other provisions of the plans, and/or the insurance providers, it will provide notice to the Union and to faculty of the changes.
- 11.3.2 AUS Plans. The University will continue to offer the Kaiser Permanente plan to faculty at the Seattle Campus for the duration of this agreement.
- 11.3.3 Premiums. During the term of this Agreement, the University will contribute to each eligible faculty member's choice of medical plans an amount equal to 92.0% of premium cost for employee-only coverage under the Anthem PPO plan (or its replacement). Faculty members are responsible for paying the difference between the University's contribution and the cost of the plan they choose, including optional dependent coverage.
- 11.4 Retirement Plans. The University will provide all eligible faculty with retirement benefits through the University's plan, currently with TIAA. Monthly contributions will be made by the University and will be set at six percent (6%) of faculty member's salary; faculty members may make additional voluntary contributions in accord with plan requirements. In the event that the University proposes to change the contribution rate for faculty during the term of this Agreement, it will provide notice to the Union and, if requested, bargain with the Union prior to making any change to the contribution for faculty covered by this Agreement.
- 11.5 Tuition Remission. Faculty are eligible to participate in the University's Tuition Remission program. The program provides tuition remission for Antioch courses for faculty and their dependents. Remission may be partial or total, depending on the course of study and program location. Eligibility, benefit levels and conditions of participation will be administered in accord with the provisions of University Policy 4.707.

ARTICLE 12 - COMPENSATION

12.1 As of the first academic period immediately following ratification of this agreement, the following will apply to covered faculty:

12.1.1 Minimum Faculty Salaries. The University will determine the salary for faculty members, provided that no faculty member will be hired at an annual salary of less than those outlined in Appendix D. Affiliate Faculty will receive a prorated amount of the Teaching Faculty Salary. Any full-time faculty who is earning less than the stated minimum and any Affiliate Faculty who earns less than the appropriate prorated amount of the appropriate minimum Teaching Faculty Salary (who is rehired from the prior academic year) as of [The first day of the first academic period immediately following ratification] will have their base salary immediately raised to that amount or they will receive the % increase outlined in 12.1.2, whichever is greater.

12.1.2 All full-time and Affiliate faculty (who are rehired from the prior academic year) who do not receive an increase pursuant to Section 12.1.1 will receive a 2.5% increase to their base salaries.

12.1.3 The minimum Adjunct faculty per-credit wage rates will be as described in Appendix C.

12.1.4 Consistent with University practice, MFA Faculty, regardless of classification, will be paid as outlined in Appendix E per mentee on a project period basis in addition to compensation for residencies consistent with University practice.

12.2 Effective July 1, 2024:

12.2.1 All Full-time and Affiliate faculty (who are rehired from the prior academic year) and who have accumulated more than 12 years of sequential full-time faculty service with Antioch and who are earning less than the amount listed for the 12+ years of tenure on Appendix D will have their base salary immediately raised to that amount or they will receive the % increase outlined in 12.2.2, whichever is greater.

12.2.2 All full-time and Affiliate faculty (who are rehired from the prior academic year) who do not receive an increase pursuant to Section 12.2.1 will receive a 2.5% increase to their base salaries.

12.2.3 The minimum Adjunct faculty per-credit wage rates will be as described in Appendix C.

12.2.4 Consistent with University practice, MFA Faculty, regardless of classification, will be paid as outlined in Appendix E per mentee on a project period basis in addition to compensation for residencies consistent with University practice.

12.3 Effective July 1, 2025:

- 12.3.1 All full-time and Affiliate faculty (who are rehired from the prior academic year) will receive a 2.5% increase to their base salaries.
- 12.3.2 The minimum Adjunct faculty per-credit wage rates will be as described in Appendix C.
- 12.3.3 Consistent with University practice, MFA Faculty, regardless of classification, will be paid as outlined in Appendix E per mentee on a project period basis in addition to compensation for residencies consistent with University practice.
- 12.4 Senior Lecturers. Those Adjunct faculty members who are appointed the title of Senior Lecturer. Senior Lecturers will receive a per-credit wage rate that is 10% higher than the applicable Adjunct rates.
- 12.5 Affiliate Faculty PhD Stipend. Those Affiliate Faculty who hold a PhD will receive an annual stipend of \$250 per year.
- 12.6 Overload. Full-time faculty who are given an overload assignment will be paid at the appropriate Adjunct rate of pay, except for those assignments that have an alternative established compensation rate, if approved by the applicable SDs. Approvals shall be communicated to the faculty with a reasonable amount of time to perform the work.
- 12.7 Course Cancellation/Proration for Adjunct Faculty and Senior Lecturers. Except for those courses with a lower cap, the University may cancel or convert to guided study any course with fewer than twelve (12) students. Adjunct faculty (and Affiliate Faculty teaching an overload) will receive three hundred dollars (\$300) of the course fee for cancelled courses as compensation for producing the syllabus (which will be considered a work for hire) and completing other preparatory work. Adjunct faculty and Senior Lecturers will receive full pay for any course that is permitted to run with ten (10) or more students. Adjunct faculty and Senior Lecturers will be given the option to accept a prorated portion of the normal payment for any course that is offered with fewer than ten (10) students, and will be offered the option to teach any course converted to guided study at a prorated amount.
- 12.8 Academic Unit Heads. Effective for the 2023-2024 academic year, the University will provide an annual stipend of \$10,000 to a faculty member assigned as an academic unit head chair; \$3500 to a faculty member assigned as a Program Director (Academic); and \$2,500 for a Director of Concentration. Those assigned as a Coordinator may, at the SDs discretion, receive a \$2,500 stipend in lieu of credit equivalency on their workload assignment.
- 12.9 Independent Studies. Independent studies conducted by adjuncts, or by faculty assigned independent studies as overload assignments in masters or doctoral programs, will be compensated at a minimum rate of \$125 per credit. Payment for independent studies must be approved by the SD.
- 12.10 Non-Traditional Academic Terms and Salary. Faculty teaching in non-traditional terms, including but not limited to GSLC and IMA, shall have their credit equivalencies and salaries set by the School in collaboration with the faculty, and approved by the VCAA

and/or their designee. The provisions of this article and its related appendices will not apply to those faculty members, with the exception of 12.1, 12.2, and 12.3.

- 12.11 Methodology of Pay. The University shall have the discretion to modify the manner and/or frequency of a faculty member's pay. This includes the sole discretion and ability to transition part-time faculty to an hourly and/or weekly pay schedule and to develop time reporting policies and procedures related to this change and to ensure compliance with applicable law. The University will bargain over the specific hourly rates of pay. If the University transitions part-time faculty to an hourly pay schedule, then Sections 12.7, 12.8, 12.9, and 12.10 will not apply to those hourly part-time faculty.

ARTICLE 13 - LEAVE OF ABSENCE

- 13.1 The University has adopted policies addressing leaves of absence. These are the following policies: 4.415 Paid Sick Days, 4.419 Family and Medical Leave Policy, 4.421 Military Leave / Reemployment Rights, 4.423 Discretionary Leave, 4.425 Bereavement Leave, 4.427 Court and Jury Duty Leave, and 4.431 Time Off to Vote. These policies are included by reference in this Agreement.

- 13.2 Leaves Provided by Applicable Statute. To the extent not covered in this CBA or governed by University policy, the University will provide faculty with paid and unpaid leave required by state and local law.

Leave eligibility, benefits and requirements will be determined by applicable law and, to the extent applicable, University policy and procedure. During any period of unpaid leave in which health insurance is not continued by law, a faculty member eligible for health insurance may continue his or her health insurance coverage by paying the full premium cost for that insurance.

- 13.3 Washington Family and Medical Leave Program (RCW 50A). Effective July 1, 2019, faculty are covered by Washington's Family and Medical Leave Program. Eligibility for leave and benefits, which begins January 1, 2020, is established by Washington law and administered by the State, and is therefore independent of this Agreement. Premiums for benefits are established by law and for the period ending December 31, 2020, will total four-tenths of one percent (0.4%) of faculty members' wages (unless otherwise limited by action of the State). Faculty members will pay through payroll deduction the full cost of the premiums associated with family leave benefits and forty-five percent (45%) of the cost of the premiums associated with the medical leave benefits, as determined under RCW 50A.10.030. The University will pay the remaining premium amounts. University-provided benefits may not be used to supplement benefits provided through Washington's Family and Medical Leave Program.

- 13.4 Parental Leave.

13.4.1 Parental Leave. Faculty who wish to take leave pursuant to University policy (including 4.107, 4.423, 4.415, 4.419, and 4.717) due to the birth or adoption of a child will complete an application for leave on a form provided by Human

Resources. Once the form is completed, the faculty member may also need to have discussions with their Chair and/or SD, as outlined in Section C, if changes to workload are necessary.

13.4.2 Revisions to workload due to the birth, adoption or foster care placement of a child. In conjunction with the birth, adoption, or foster care placement of a child, a faculty member, in addition to the leave benefits provided by University policy, may request revisions to their workload by requesting a discussion with their Chair. Any changes proposed by the faculty member and approved by the Chair to workload must be approved by the SD.

13.4.3 Pregnancy Loss. Birth parents and non-birth parent faculty members experiencing pregnancy loss may be eligible for time-off pursuant to University Policy 4.415, 4.419, 4.423, or 4.717. Faculty who need additional time off, or changes to workload, because of a pregnancy loss by them or their partner should discuss their requests with their Chair. Any changes to workload must be approved by the SD.

13.1.1. Family Planning and Reproductive Health. Faculty may be eligible to utilize leave under University policies 4.415, 4.419, 4.423, or 4.717 to engage in medical related appointments regarding family planning and reproductive health, including but not limited to leave for pregnancy termination, medical appointments related to pregnancy and/or pregnancy planning (e.g., IVF consult and treatments), and/or adoption-related appointments.

ARTICLE 14 - PROFESSIONAL DEVELOPMENT FUND

14.1 For FY 2024 and FY 2025, the University will commit \$100,000 per year for the purposes of professional development. Each school shall receive a guaranteed allocation of not less than \$1,000. The remaining amount will be distributed to each School proportionally based on the number of full-time faculty in that School. Faculty may use the professional development funds towards any of the major categories of faculty responsibility included in their assigned responsibilities. These areas are described in Antioch University Policy 5.305 Core Faculty Contracts, Development Plans and Evaluations.

14.2 Each school will determine a process for distribution of professional development funds that includes an opportunity for all faculty to apply for professional development funds. School processes may allow for funds to be applied toward certifications and licenses required for employment at Antioch. The process will be written and distributed annually to all faculty in the school and include an opportunity for reallocation and redistribution in the event funds are unclaimed by April 1 of each Fiscal year. Requests for travel must be submitted in advance of the date of travel. While prior approval of expenditures is not required, the University cannot guarantee reimbursement if prior approval is not obtained. Faculty members must provide receipts as required by University policy to receive reimbursement for professional development expenditures.

- 14.3 A report will be made to the union that includes eligible faculty and disbursement of funds at the end of every academic year.
- 14.4 The University will allocate a minimum of twenty-five thousand dollars (\$25,000) in the 2024/2025 academic year that will be focused on faculty development on issues of racial justice and equity. The Anti-Racism task force shall be consulted on the use of the funds.

ARTICLE 15 - DISCIPLINE AND CORRECTIVE ACTION

- 15.1 Approach to Performance Issues. The University supports the resolution of performance issues through corrective action and, where appropriate, progressive discipline as outlined in this Article. Absent severe circumstances, in the case of ongoing performance issues, faculty will be given a written development plan specifying the performance problem, performance objectives, and a timeline for improvement. Written development plans are not discipline and are not subject to the grievance procedure.
- 15.2 Just Cause. No faculty member shall be disciplined or discharged during the term of their appointment without just cause.
- 15.3 Progressive Discipline. Disciplinary action may include verbal or written warning, suspension, reduction in pay, reduction in responsibilities, any combination of these, or discharge. The University will determine the appropriate disciplinary action based on the principle of progressive discipline, taking into account the nature and severity of the offense, review of the personnel file, and core considerations of just cause.
- 15.4 Disciplinary Investigations.
 - 15.4.1 Faculty members have a duty to cooperate with investigations conducted by the University.
 - 15.4.2 Faculty members are entitled, at their option, to have Union representation during any investigatory interview conducted by the University that the faculty member reasonably believes may result in discipline of the faculty member. During any such investigatory interview, a participating Union representative will be given the opportunity to ask questions, offer additional information and counsel the faculty member, but may not obstruct the University's investigation.
 - 15.4.3 The University may, at its discretion, place a faculty member on paid investigative suspension during an investigation. Faculty members on an investigative suspension must remain available Monday through Friday between 8am – 6pm local time. An Investigative suspension is not discipline and is not subject to the grievance procedure.
- 15.5 Disciplinary Meetings. Faculty may have a Union representative present for any meeting where discipline is being issued or discussed. Attendance of a Union representative shall not delay the disciplinary process unduly. All Parties shall make every effort to allow for Union representation without unduly delaying the process.

- 15.6 Pre-Termination Meeting. In the event the University intends to impose discipline that involves termination of employment during a faculty member's contract term, the University will inform the faculty member of the proposed discipline in writing, and will schedule a pre-disciplinary meeting to permit the faculty member to present any additional information they wish the University to consider before it finalizes its disciplinary decision.
- 15.7 Appeals of Discipline. Disciplinary actions more severe than a verbal warning may be challenged through the Grievance Procedure in Article 16.

ARTICLE 16 - GRIEVANCE PROCEDURE

- 16.1 Purpose. The purpose of this procedure is to provide a process for the prompt and fair resolution of grievances. This procedure shall be the exclusive means of resolving grievances. Nothing in this procedure shall preclude a faculty member or the Union from resolving disagreements informally; provided that the resolution is consistent with the terms of this Agreement.
- 16.2 Definition of Grievances. A grievance is a dispute between the University and the Union, on its own behalf or on behalf of a faculty member(s), over an alleged violation, misinterpretation or misapplication of an express term or provision of this Agreement.
- 16.3 Time Limits.
- 16.3.1 Time limits within the grievance procedure may be waived or extended by the mutual agreement of both Parties. If the Union, on behalf of the faculty member(s), fails to act or respond within the specified time limits, the grievance will be considered waived. If the University fails to respond within the specified time limits, the grievance will proceed to the next step of the grievance procedure.
- 16.3.2 The day after the event, act or omission (or in the case of the initial submission of a grievance at Step 1, the day after the faculty member(s) or Union knew or reasonably should have known of an event, act or omission) shall be the first day of a timeline under this Article. In the event that a time limit under this Article ends on a weekend or holiday, the deadline will be extended automatically to the following University business day.
- 16.3.3 Submissions will be considered timely under this Article if they are received by 5:00 p.m. on the last day called for under an applicable time limit.
- 16.4 Submission of Grievances and Responses.
- 16.4.1 All grievances and requests for arbitration must be submitted to Antioch Human Resources by hard copy or electronic mail. University responses will be submitted to the Union's business office by hard copy or electronic mail, with copies to the Union steward and grievant (if applicable).

16.4.2 Unless mutually agreed, grievances alleging multiple contract violations that do not arise out of a nucleus of common facts must be submitted, and will be processed, separately.

16.4.3 Grievances shall include the following:

- a. The specific provision(s) of the Agreement allegedly violated, misinterpreted, or misapplied;
- b. A statement of the facts upon which the grievance is based, including the date on which the alleged grievance occurred; and
- c. The remedy sought.

16.4.4 Unless mutually agreed, no new issues may be added to a grievance once it has been submitted at Step 1.

16.4.5 The University and the Union shall supply each other with requested information reasonably needed to facilitate the processing of the grievance. Meetings to discuss any grievance shall be scheduled at mutually convenient times.

16.4.6 Process

- a. Step 1. The Union shall submit the grievance within thirty (30) calendar days of the day the faculty member(s) or the Union knew or reasonably should have known of the event(s) giving rise to the grievance. Unless otherwise agreed by the Parties, the SD or designee will meet in person or by telephone with a union steward and/or staff representative and the grievant. The date of the meeting will be mutually agreed upon within fourteen (14) calendar days of receipt of the grievance and when possible the meeting will take place within the aforementioned fourteen (14) calendar days. The format (face-to-face or by telephone) for the meeting will be set by mutual agreement. The SD or designee will respond to the grievance in writing within seven (7) calendar days after the meeting.
- b. Step 2. Should Step 1 fail to resolve the grievance, within fourteen (14) calendar days following receipt of the Step 1 response, the Union may advance the written grievance to the VCAA (or designee) for their consideration.

Unless otherwise agreed by the Parties, the VCAA or designee will meet in person or by telephone with a union steward and/or staff representative and the grievant. The date of the meeting will be mutually agreed upon within fourteen (14) calendar days of receipt of the grievance and when possible the meeting will take place within the aforementioned fourteen (14) calendar days. The format (face to face or by telephone) for the meeting will be set by mutual agreement. The VCAA or designee will respond in writing

to the grievance within seven (7) calendar days after the Step 2 grievance meeting.

- c. Step 3. Should Step 2 fail to resolve the grievance, the Union may submit a written demand to arbitrate the grievance within fourteen (14) calendar days after its receipt of the Step 2 response.

16.5 Mediation. The Parties may, by mutual agreement, submit a grievance to mediation prior to selecting an arbitrator to resolve the matter. Either party may propose mediation by written request to the other party within seven (7) calendar days of the University's receipt of the Union's demand for arbitration. If accepted, mediation will take place using a mediator from the Federal Mediation and Conciliation Service ("FMCS") selected by mutual agreement.

16.6 Arbitration

16.6.1 Arbitrator Selection. The Parties may mutually agree upon an arbitrator. In the event that no such agreement is reached within fourteen (14) calendar days of the later of the Union's arbitration demand, either party's rejection of a request for mediation, or the unsuccessful conclusion of a mediation process, the Union will request a list of seven (7) arbitrators from the American Arbitration Association or from any other mutually agreed source. Within seven (7) calendar days following the receipt of the list of eligible arbitrators, the Parties' representatives will meet or confer to select an arbitrator. The Parties will each strike three (3) arbitrators from the list in an alternating order, and the remaining arbitrator shall hear the dispute. The party exercising the first strike shall be the loser of a coin flip.

16.6.2 Arbitrability. Upon request of either party, a challenge to the procedural arbitrability of a grievance will be heard and decided in advance of scheduling a hearing on the merits of the grievance.

16.6.3 Authority. The arbitrator:

16.6.4 Will have no authority to rule contrary to, add to, subtract from, or modify any of the provisions of this Agreement; and

16.6.5 Will be limited in their decision to the grievance issue(s) set forth in the original written grievance, unless the Parties have agreed to modify it.

16.6.6 Procedure. Arbitration will take place in accord with the Labor Arbitration Rules of the AAA unless the Parties agree otherwise in writing.

16.6.7 Decision. The arbitrator will issue a written decision to the Parties within thirty (30) calendar days after the close of the hearing(s) or the submission of post-hearing briefs, whichever is later. The decision of the arbitrator shall be final, conclusive, and binding on the University, the Union, and the faculty member(s);

provided that the decision does not include action by the arbitrator beyond their jurisdiction.

16.6.8 Arbitration Costs

- a. The expenses and fees of the arbitrator and the cost (if any) of the hearing room will be shared equally between the Parties. If one party chooses to use a court reporter, the requesting party shall bear the costs associated with the court reporter. The other party may obtain a copy of the court reporter's report by agreeing to share the cost of the court reporter at the time it makes the request for a copy of the report and transcript, and by paying half the costs charged to produce the report and transcript.
- b. If the arbitration hearing is postponed or canceled because of one party, that party will bear the cost of the postponement or cancellation. The cost of any postponement or cancellation based on mutual agreement will be shared equally by the Parties.
- c. Each party is responsible for the costs of its staff representatives, attorneys, and all other costs related to the development and presentation of its grievance.

ARTICLE 17 - PERSONNEL FILES

- 17.1 The University will maintain an official personnel file for each faculty member. A faculty member may review their personnel file by appointment. Upon written request, to Antioch Human Resources, faculty members will be provided with a copy of any item(s) in their personnel file.
- 17.2 Any performance-related material placed in a faculty member's personnel file will be dated and shown to the faculty member, who will be given an opportunity to sign and acknowledge receipt of the document(s). A faculty member may submit a written response to any material included in their personnel file, which will be included in the file.
- 17.3 With the permission of the faculty member, a Union representative may be present during the faculty member's review of their personnel file.

ARTICLE 18 - HEALTH INFORMATION

- 18.1 Health Information. Faculty will not be required to submit medical information except as required to complete assigned duties (e.g., confirming eligibility for foreign travel, confirming vaccinations in the event of a communicable disease outbreak), to confirm ability to return to work following medical-related leave, or as otherwise permitted by law (e.g., to address disability and accommodation issues). Medical information will be maintained in a separate file in accord with applicable law, and will be shared only on a need-to-know basis. Faculty will be notified of those with whom their medical information

is shared. Individuals handling medically sensitive information shall comply with all applicable laws including confidentiality laws. Medical information obtained for temporary circumstances (e.g., overnight field trips) will only be maintained for the appropriate time period, at which time it shall be destroyed.

ARTICLE 19 - UNION SECURITY AND DUES DEDUCTION

- 19.1 Except where prohibited by law, it shall be a condition of employment that all faculty members covered by this Agreement who are members of the Union in good standing as of its effective or execution date, whichever is later, shall remain members in good standing, and those who are not members in good standing as of the effective or execution date of this Agreement, whichever is later, shall, on or after the thirtieth (30th) calendar day following the later of the effective or execution date, become and remain members in good standing of the Union, or in lieu of union membership to pay an agency fee. The amount of such agency fee shall be determined by the Union, in accordance with applicable law.
- 19.2 Except where prohibited by law, it shall also be a condition of employment that all faculty members covered by this Agreement who are hired on or after its effective or execution date, whichever is later, shall, on or after the thirtieth (30th) work day following the beginning of such employment either become and remain members in good standing of the Union, or pay an agency fee as determined by the Union.
- 19.3 The Union may request that a faculty member who fails to join the Union, maintain Union membership or pay an agency fee, except where prohibited by law, shall be dismissed. If the Union makes such a request, the University shall comply. Prior to any dismissal, the faculty member shall be offered an opportunity within thirty (30) calendar days, following the written notification from the Union to the University requesting discharge, to pay the required dues and/or representation fees that have not been tendered. If the Faculty member fails to pay within that time period, and the Union so verifies, the University shall dismiss the faculty member, provided, however, that no such dismissal shall take effect during a term in which the faculty member is teaching a course or courses. In such cases, dismissal will be at the conclusion of the term.
- 19.4 The University will collect through payroll deduction voluntary contributions made by faculty members to the SEIU Local 925 Committee on Political Education (COPE) and remit such funds to the Union at the same time union dues and agency fees are remitted. All contributions are strictly voluntary and can be in any amount determined by the faculty member.
- 19.5 Each payday, the University shall deduct from a faculty member's wages a sum of dues and/or fees owed the Union and authorized under the federal labor law, provided the faculty member has furnished the University a written authorization executed in accordance with law. Such deductions shall continue until instruction to cease payroll deductions is given in writing by the faculty to Human Resources. The Union will establish and certify in writing to Human Resources the amount of dues/fees to be collected. The Union will

provide to the University a suitable form for the authorization of this payroll deduction and as to new faculty members. The University will include that form with their initial employment materials.

- 19.6 The Union shall be ultimately responsible for obtaining executed written authorizations for withholding dues/fees from existing faculty. However, the University shall cooperate with the Union in seeking compliance with this provision by notifying covered faculty at their time of hire of the existence of this Agreement and by providing them with union dues/fees and pay deduction materials supplied by the Union.
- 19.7 The University shall assume no financial or other obligation arising out of the provisions of this Article. The Union hereby agrees that it shall defend, indemnify, and otherwise hold the University harmless against any and all claims, demands, actions or proceedings by a faculty member arising out of or by reason of action the University takes pursuant to this Article.
- 19.8 On or about the 15th of the month following the deductions, monies deducted by the University shall be transmitted by mail or electronically to the Union Treasurer or other Union designee.
- 19.9 A faculty member shall be free to revoke their membership or dues check-off authorization at any time by notifying the Union in writing. Following receipt of any check-off revocation, the Union shall notify the University, in writing, of the revocation.

If an employee wishes to revoke membership, not wish to join the Union, or pay any service charges for reasons based on bona fide religious tenets or teachings of a church or religious body of which the employee is a member, the employee shall contact the union to submit their request. Request will not be unreasonably denied.

- 19.10 The Union may report missing or incorrect deductions as they become known. In the event that a payroll deduction for a faculty member is processed incorrectly, the University will correct the error in a subsequent pay period no later than thirty (30) days after the error is reported to the University.

ARTICLE 20 - BARGAINING UNIT INFORMATION

- 20.1 Within three weeks of the Union's request, the University will provide the Union with the following information regarding bargaining unit members, including faculty who remain "active" in the University's payroll system but who have not been assigned for the current academic term. The University will provide notice and an estimated date of production if there will be a delay in the production of any of the information below:
- a. Name, home address, phone number, University email, employee ID number;
 - b. Length of current individual contract for Adjunct faculty assignments;

- c. All current courses assigned to the faculty member and the department in which the courses are offered;
- d. Salaries for Core, Teaching, and Affiliate (where appropriate) faculty, adjunct faculty, and compensation for other, supplemental assignments to faculty members; and
- e. All courses assigned and canceled as of the date of the report, including the faculty member assigned to the course, the department in which the course was offered and the reason the course was canceled.

ARTICLE 21 - NO STRIKE, NO LOCKOUT

- 21.1 Student Service. The Parties agree that student interests are best served when there are no interruptions to classes or other faculty duties.
- 21.2 No Strikes. The Union will not call or sanction, nor will the employees covered by this Agreement engage in, any strike, work stoppage, slowdown or picketing, and will not take any concerted action intended to discourage students or business/community partners from forming or continuing relationships with the University during the term of this Agreement.
- 21.3 No Lockout. The University will not lock out employees as a consequence of any dispute arising during the term of this Agreement.

ARTICLE 22 - LABOR-MANAGEMENT COMMITTEE

- 22.1 The Parties will maintain a Labor-Management Committee to provide a forum for communication between the Parties and to promote constructive Union-University relations. Unless otherwise agreed, committee meetings shall not be used for negotiations or to discuss pending grievances. Upon request, committee meetings will include a budget update.
- 22.2 The Labor-Management Committee will consist of up to six (6) members selected by the Union, and management representatives selected by the University (the specific number of which will be decided by the University).
- 22.3 Either party may request a meeting of the Labor-Management Committee by sending a written request, including a description of the issue(s) to be addressed, to the other party. When requested, a Committee meeting will be scheduled at a mutually acceptable time and place. Generally, the parties expect to schedule a Committee meeting within 15 calendar days of a request. The Committee will meet at least four (4) times a year, unless otherwise agreed.

**ARTICLE 23 - EQUAL EMPLOYMENT OPPORTUNITY
AND NON-DISCRIMINATION**

- 23.1 University policy prohibits discrimination on the basis of race, color, national origin, ancestry, age, religion, disability, sex, sexual orientation, gender identity and/or expression, pregnancy, genetic information, veteran status, or any other category protected under applicable local, state or federal law. University policy also prohibits harassment based on a legally protected classification, or retaliation against any individual for filing a complaint of discrimination or for cooperating in an investigation of alleged discrimination or harassment. Unlawful discrimination has no place at the University and offends the University's core values which include a commitment to equal opportunity and inclusion.
- 23.2 The Parties support the University's commitment to an integrated, diverse and inclusive workforce, and will cooperate in the implementation of the University's Affirmative Action Policy.
- 23.3 The Union acknowledges that, like other University employees, faculty covered by this Agreement are subject to University policies prohibiting discrimination and harassment, as referenced in this Article.
- 23.4 The University shall not discriminate against any faculty on the basis of Union membership status or Union activity.
- 23.5 Faculty members who believe they have been subjected to unlawful discrimination, harassment or retaliation, are encouraged to report their concerns using the complaint procedure described in the University's Affirmative Action and Equal Opportunity Policy. Alleged violations of that policy may be challenged through the policy's Discrimination Complaint Procedure, or through provisions of applicable law, but will not be subject to the Grievance Procedure in Article 16.

ARTICLE 24 - TERMS OF AGREEMENT

- 24.1 Application of University Policies. This Agreement supersedes specific provisions of University policy with which it conflicts. Absent such a conflict, faculty members will be subject to all University policies. The University will provide the Union with notice and an opportunity to provide input into any proposed policy change during the term of this Agreement that affects the wages, hours or working conditions of bargaining unit members.
- 24.2 Entire Agreement. This Agreement constitutes the entire agreement between the Parties, and it supersedes any prior written or oral agreements regarding wages, hours or working conditions for bargaining unit members, except for individual employment contracts between the University and bargaining unit members that do not conflict with this Agreement.
- 24.3 Headings. Headings and subheadings in this Agreement are included for ease of reference only. They do not provide full notice of the terms of any portion of this Agreement, and are not relevant to the interpretation of any provision of the Agreement.

- 24.4 Adoption. Upon ratification by the Union, the Agreement shall be submitted to the Board of Governors for its approval. The Agreement shall take effect after ratification by the Union and approval by the Board.
- 24.5 Savings Clause. In the event that any provision of this Agreement, in whole or in part, is declared to be illegal, void, invalid or unenforceable by any court of competent jurisdiction or by any administrative agency having jurisdiction, all of the remaining terms, conditions and provisions of this Agreement which are not rendered meaningless, inoperable or ambiguous as a consequence of the declaration shall remain in full force and effect. Either party may request a meeting over those invalid portions for the purpose of achieving a mutually satisfactory replacement.
- 24.6 Effective Date and Term. This Agreement shall become effective on August 1, 2023 and shall remain in force and effect through July 31, 2026. Thereafter, it shall automatically renew and remain in effect for an additional year unless one party has provided notice not later than July 1, 2026 or thirty days before expiration of any succeeding calendar year.

ARTICLE 25 - SUCCESSORSHIP IN AN ASSET SALE OR MERGER

- 25.1 Absent exigent circumstances, the University shall notify the Union of any asset sale or merger of the business that results in the displacement of bargaining unit employees no later than thirty (30) days prior to the effective date of such asset sale or merger. At such time, the University shall offer to bargain over any effects on employees of such asset sale or merger.

The University also will notify any acquiring or merging company that the employees currently are represented by the Union. If the new company continues to operate the business in substantially unchanged form at the same locations and employs the current bargaining unit employees as a majority of its post-closing workforce, the new company will be required to recognize and bargain with the Union as the exclusive legal bargaining representative of the employees.

ARTICLE 26 - EMPLOYER COMMUNICATIONS

- 26.1 University Communications. Any substantive changes to written University policies involving faculty compensation, workload, work conditions and/or pension contributions will be shared with the union prior to being shared publicly with Antioch faculty, community, or public, if possible.

ARTICLE 27 - REMOTE AND HYBRID WORK

- 27.1 Decisions to assign/accept remote, hybrid, and simultaught classes, or in-person classes will be made by the appropriate SD. The SD will consider recommendations from the program leader (including Chairs, CDs, Directors of Clinical Training and/or Coordinators)

who shall collaborate with impacted faculty before making recommendations to the SD regarding these topics. This includes low-residency programs and faculty therein.

- 27.2 Determining factors include but are not limited to: appropriateness or modality for a specific course; availability and preferences of individual faculty members; availability and sophistication of technology, and thus ability to simultaneously manage both in-person and virtual students; accreditation requirements for teaching modality; enrollment of in-person and remote students; other specific circumstances as noted by academic programs, centers, and institutes.
- 27.3 Decisions on specific course and/or program modality shall be made by the appropriate SD. The SD will consider recommendations from the program leader (including Chairs, CDs, Directors of Clinical Training and/or Coordinators) who shall collaborate with impacted faculty before making recommendations to the SD regarding these topics. Normally, course modality for each course or section must be determined no later than the last week of the previous term and must be publicized in the class schedule. Faculty requested changes to modality will not be permitted except through appeal to the SD or VCAA, as appropriate, and no changes will be allowed after the start of Priority Registration, unless initiated by the University under 27.3, below. All classes taught in hybrid or remote mode must meet minimum standards for effective online course design as determined by Academic Technology.
- 27.4 In cases of emergency or pandemic-related transitions to remote work, recommendations about specific modality shall be made at the program level and shall be based on local, regional, state, and federal epidemiological guidelines, and on internal discussions among program faculty to discern risk. These recommendations are subject to SD approval. If possible, course modality for each term should be made by the midpoint of the immediately prior term. Exceptions to this timeline can be made in the event of emergency conditions (e.g., epidemiological conditions, natural disaster, civil unrest, etc.).
- 27.5 Antioch will provide adequate funding, equipment, training and technology support to all full-time and part-time faculty for face-to-face, remote, hybrid, and simultaught courses, as determined by the University and/or the SD, as appropriate. Any denials shall be put in writing and provided to the requesting faculty member with a copy provided to the Union.

ARTICLE 28 - CLIMATE SURVEY

- 28.1 Climate Survey. The University shall conduct a climate survey to gauge the experiences of the Antioch University community and measure progress towards the anti-racist mission and goals. Faculty shall be included in the design of the survey and any follow-up assessment tools that the University decides to utilize. Analysis and findings of the results and action plans shall be shared with the Labor-Management committee. The frequency or timeline of any additional climate surveys may be arranged by mutual agreement between the University and the Union.

ARTICLE 29 - EXIT INTERVIEWS

- 29.1 Exit Interviews. The University shall continue to provide the opportunity upon separation for an exit interview between the faculty member and the Office of Human Resources upon request by the faculty member. The interview shall be conducted before the last day of employment, unless otherwise agreed to. Findings from the interview shall be aggregated anonymously each year and shared with the Labor Management Committee.

ARTICLE 30 - SABBATICAL

- 30.1 Sabbaticals provide unscheduled time to enhance scholarship, service, and professional development. Sabbaticals Academic Leaves are within the discretion of the University and will be subject to approval by the VCAA upon recommendation by the SD.
- 30.1.1 Eligibility. Full-time Faculty who have successfully completed their initial period of appointment shall be eligible for a maximum of six (6) continuous months of a sabbatical for every five (5) year cycle of continuous service of employment starting in the fifth year of employment. Core Library Faculty sabbaticals will be the equivalent of 6 months of leave over each 5-year period, with each increment being no less than one month.
- 30.1.2 Sabbaticals provide substantial release from institutional responsibilities for the purpose of individual study and research. Thus, a faculty member on sabbatical may not assume any instructional or non-instructional responsibilities from the University during their sabbatical period, except in unusual circumstances and with prior written approval of the VCAA.
- 30.1.3 Faculty who are granted a sabbatical must return to the University for a minimum of one (1) year of service, except in unusual circumstances and with prior written approval of the VCAA.

SEIU LOCAL 925

Nels C. Henderson

By: Nels Henderson, Adjunct Faculty, Santa Barbara

Dated: 09/11/2023
Denzel Jones

By: Denzel Jones, Core Faculty, New England

Dated: 09/11/2023
Mitchell Kusy

By: Mitchell Kusy, Core Faculty, GSLC

Dated: 09/13/2023
Josette Luvmour

By: Josette Luvmour, Affiliate Faculty, Online

Dated: 09/11/2023
Angel Martinez

By: Angel Martinez, Teaching Faculty, Online

Dated: 09/13/2023
Tera McIntosh

By: Tera McIntosh, Affiliate Faculty, Online

Dated: 09/12/2023
Gina Pasquale

By: Gina Pasquale, Affiliate Faculty, New England

Dated: 09/12/2023
Anthony Pennant

By: Anthony Pennant, Core Faculty, Seattle

Dated: 09/11/2023

ANTIOCH UNIVERSITY

William R. Groves

By: William Groves, Chancellor

Dated: 09/12/2023

SEIU LOCAL 925

Rachel Thiet

By: Rae Thiet, Core Faculty, New England

Dated: 09/12/2023

Asa Wilder

By: Asa Wilder, Librarian, Los Angeles

Dated: 09/12/2023

Terry Wolverton

By: Terry Wolverton, Affiliate Faculty, Los Angeles

Dated: 09/12/2023

Maggie Yowell

By: Maggie Yowell Wilson, Teaching Faculty, Seattle

Dated: 09/12/2023

Tricia Schroeder

By: Tricia Schroeder, President, SEIU 925

Dated: 09/11/2023

Aaron Horton

By: Aaron Horton, Organizer, SEIU 925

Dated: 09/11/2023

Appendix A Academic Freedom

I. INTRODUCTION

A. Purpose

Antioch University adheres to the principles of academic freedom and intellectual pluralism as both a declaration of rights and responsibilities.

As articulated and endorsed by the American Association of University Professors (AAUP), academic freedom “is the essential characteristic of an institution of higher education. It encompasses the right of faculty to full freedom in research and in the publication of results, freedom in the classroom in discussing their subject, and the right of faculty to be free from institutional censorship or discipline when they speak or write as citizens.”

This policy exists not only to protect the rights and recognize the responsibilities of faculty, but to support a faculty teaching and student learning environment within which students may acquire the knowledge and critical thinking skills needed to effectively demonstrate personal and collective agency, global citizenship and socially conscious leadership, all of which are needed to address the challenges and complexities of increasingly diverse societies.

Academic freedom and intellectual pluralism are aligned with and in support of Antioch University’s mission. These principles contribute to a climate in which debate about complex and challenging subjects and issues about which reasonable people will disagree is encouraged and engaged within a spirit of openness, tolerance and civility. To vigorously assert a proposition or a viewpoint, however controversial, is to engage in discourse and debate, which is at the very heart of academic freedom.

This policy informs the nature of faculty engagement in student learning, scholarship, university citizenship, and community service.

II. ENGAGEMENT IN STUDENT LEARNING

Faculty members are entitled to full academic freedom in the engagement of student learning. This freedom extends to classroom teaching, program development, and to any other student learning setting. While entitled to these rights, faculty should be guided by the principle that the material presented in class serves the primary purpose of advancing student learning in the context of the course, learning activity or program objectives. A faculty member does not have the right to behave in ways that can be reasonably viewed as intimidating students who express a contrary view.

III. ENGAGEMENT IN FACULTY SCHOLARSHIP

Faculty members are entitled to full academic freedom in research and creative activity, in the publication, exhibition, or performance of the results, subject to the adequate performance of other academic duties and the requirements of research ethics and responsibilities.

IV. ENGAGEMENT IN UNIVERSITY CITIZENSHIP AND ENGAGEMENT IN COMMUNITY SERVICE

Faculty members have the right to express their thoughts freely and openly, unrestrained by threat of censorship or discipline, while making every effort to indicate that they do not speak for Antioch University. As persons of learning, members of a learned profession, and officials of the university, faculty members have a special obligation to at all times strive to be accurate, demonstrating respect for the opinions of others.

As a matter of both principle and policy, Antioch University will not discipline, demote, dismiss, or decline to reappoint or sanction a faculty member on the basis of the exercise of any of the academic freedoms listed above. Further, Antioch University will not intimidate any faculty member through the implication that one will be disciplined, sanctioned, demoted, dismissed, or declined reappointment on the bases of the exercise of any of the academic freedoms listed above.

In support of the protection of academic freedom, it is the right of every Antioch University faculty member to have access to a fair and objective appeal process, in accordance with campus procedures and Antioch University policies.

Appendix B
Credit Equivalency Guide

Category of Responsibility	Examples of Responsibilities	Credit Equivalency
Engagement in Student Learning	Independent studies in excess of 8 students	1 for every 4-5 additional advisees
	Advising in excess of 15 advisees (10 in doctoral programs)	16-20 advisees (11-15 doctoral advisees) = 1 21-26 advisees (16-20 doctoral advisees) = 2
	Chair, Dissertation, Masters Theses/Projects/Capstone committees in excess of 4	1 for every 3 additional advisees
	Member, Dissertation, Masters Theses/Projects/Capstone committees in excess of 4	1 for every 4 additional advisees
	Student Research Group Oversight/Honor Society Oversight (as assigned) (e.g., Women's education program)	1-6

Engagement in Institutional Service	Faculty Senator	3
	Chair – University Level Committee	3
	Member – University Level Committee	1
	Leadership and/or administration of initial or reaffirmation of University accreditation	3-6
	Art Studio Management	1-3
Engagement in Community or Professional Service	Membership – Leadership Opportunities/Liaising and Advocacy [Aligned with University and Program mission and goals]	1-3
Program Development	New certificate, concentration, or endorsement	3-6
	Major program revision (new curriculum or delivery)	3-9
	New degree/degree program	3-9
	New location or partnership development	3-6

Academic Administration	Administration of institutes or research centers	3-6
	Chair (Academic Unit Head)	6-12
	Program or Concentration Directors	3-9
	Director of Clinical Training	12
	Program Coordinator	1-3 or stipend
	Note 1: Additional responsibilities not represented in the initial workload agreement and requiring compensation of any kind must be requested and/or approved by the appropriate School Dean prior to adjustments to workload.	

Appendix C

Adjunct Faculty Compensation (per credit hour)

Per Credit Hour		Base	Washington	California
Starting Base		\$1,025	\$1,064	\$1,395
Year 1 -		\$1,167	\$1,193	\$1,413
Year 2 -		\$1,308	\$1,321	\$1,432
Year 3 -	\$1,450	\$1,450	\$1,450	\$1,450

Appendix D Full-Time and Affiliate Faculty Compensation

Academic Year 2023-2024

Full-time and Affiliate faculty, including remote faculty, will receive at least the minimum base salary identified below beginning in Academic Year (1). Those faculty who are residents of Washington and California and are required, by the University, to teach at least one course in-person at the Seattle, Los Angeles, and/or the Santa Barbara campus will receive the alternative minimum rates identified below.

CORE

Minimum Salary

Base Salary	\$66,500
Seattle	\$71,555
Los Angeles/Santa Barbara	\$73,150

Teaching & Clinical Faculty

Minimum Salary

Base Salary	\$63,000
Seattle	\$67,410
Los Angeles/Santa Barbara	69,300

Affiliate Faculty - Affiliate Faculty salary will be prorated to the agreed upon FTE using the minimum Teaching Faculty salary as a base.

Academic Year 2024-2025

Beginning in academic year 2 of the contract, all full-time faculty who have more than 12 years of service as a full-time faculty member at Antioch will be subject to the following minimum salaries:

CORE

(12+ Minimum Base Salary): \$80,000

Teaching & Clinical Faculty

(12+ Minimum Base Salary): \$75,600

Affiliate Faculty - Affiliate Faculty salary will be prorated to the agreed upon FTE using the minimum Teaching Faculty salary as a base.

Appendix E MFA Faculty

Per mentee per project period	MFA Faculty
Starting Base	\$1395
Year 1 (23/24)	\$1500
Year 2 -	\$1,575
Year 3 -	\$1,674