

Welcome to the second issue of the Labor Management Chronicle. Herein, we will discuss the issues the Council has been working with over the past quarter.

As you may recall, the Labor Management Council (LMC) is a group of administrators and faculty union members that meet for the purposes of problem solving and communication. In response to these charges, the council meets frequently to discuss issues and problems, and has set an agenda for regular meetings throughout the academic year.

Article 24 of the Collective Bargaining Agreement (CBA) authorizes four administrators and four faculty union members as council members. The current members include:

Dennis Defa, AVP of Faculty Relations
Robert Hickey, Associate Professor of Geography and Land Studies
Michael Chinn, Associate Dean, College of Arts and Humanities
Dan Fennerty, Professor, Department of Education
Karen Gookin, Assistant Professor of English
Kirk Johnson, Associate Dean, College of the Sciences
Kevin Nemeth, Director of Continuing Education
Michael Ogden, Associate Professor of Communications
Wayne Quirk, AVP of Graduate Studies and Research

Together, the co-chairs, Bob Hickey and Dennis Defa, set the agenda for each meeting of the Labor Management. See below for our activities:

Workload forms, annual activities reports and CVs

The council is committed to providing clear information concerning the process for establishing workload assignments and annual faculty activities reports, as well as the purposes for these mechanisms. This is an ongoing issue, and we have been integral to the conversations occurring across campus. We are working toward a future system for annual activity reports that utilize online forms to populate a database – particularly for those things that must be tracked for accreditation (publications, grants, etc). The result should be a database which can be queried by administrators, thereby greatly reducing the need for frequent, repetitive requests for information.

Transcripts

Accreditation requires the university to have current transcripts for all faculty. In order to ease the burden of each faculty member ensuring current transcripts are in appropriate files, the Office of Faculty Relations has recently completed a thorough review of all faculty records (both NTT and T/TT) to ascertain whether or not they have official copies of faculty transcripts. Files were checked at both the college and central levels, and requests for transcripts will be requested from those for whom original transcripts are not on file.

Non-Tenure Track Library Access Issues

We have investigated the issue regarding NTT access to the library (particularly the online databases) during the summer. The rules (set by the database providers) are straightforward – you must be a CWU employee for full access to the databases. However, anyone can always physically go to the library and access the databases – only remote access (off campus or from your office) will be impossible. Access to the non-database portions of the library (physical books, interlibrary loan, etc) can be retained over the summer with a request from the department chair to the library.

Paperwork reduction

We are continuing to discuss this, though there are no tangible outcomes.

Additional Compensation Forms

We are in the process of exploring ways to handle the one-time payments for faculty (which would not be covered under regular workloads). These would be things like judging a music competition over a weekend, or some sort of sports event, etc. This only applies when the payment comes from a CWU account to a CWU faculty member. We are reviewing the possibilities of using a single form to streamline this process so faculty members will not have to revise their current workload form and obtain all the required signatures.

University Standards for Research

The LMC was requested to look into the university standards for research, particularly the issue of allowing only the first principal investigator a Category A publication for large grant proposals. In today's world, a considerable amount of research is done by teams, with each member being an equal contributor and vital to the completion of the work. Thus, allowing only one person credit seemed to be somewhat unfair. We have done some research, and as best we can tell, this has not been an issue that has received attention across the US. Certainly, in our discussions, we can come up with cases where multiple PIs should get credit, and cases where only one of a series of co-authors should. This is an ongoing discussion, but we hope to be able to make recommendations to the university regarding potential modifications of the university standards for research.

Workload Forms

Considerable conversation is taking place regarding a number of concerns relating to the workload forms. Issues relating to ease of use and the numeric value of a Workload Unit are being discussed.

Thanks for taking the time to read this. If you have follow-up questions, please contact Bob Hickey at unitedfaculty@gmail.com or Dennis Defa at defad@cwu.edu

Dennis Defa, AVP Faculty Relations

Bob Hickey, Associate Professor of Geography and Land Studies, UFC President