

United Faculty of Central Executive Board meeting minutes

December 8, 2017

L&L 206, 1:00 pm-3:00 pm

Present: Matt Altman, Gary Bartlett (taking minutes), Janet Finke, Paul James, James Avey, Ruthi Erdman, Amy Hoover, Audrey Huerta, Dan Lipori, Sathy Rajendran

- Meeting called to order at 1:05 pm.
- Agenda approved with the following addition:
 - NTT faculty development funds

President's report (Altman)

- *Department visits.* The officers have visited 8-10 department meetings as invited. There were a number of invites initially, but they have now tailed off.
- *Emails from UFC & Provost.* There have now been two (on SL merit and PDPs). There may be more, if further important issues come up on which UFC and the Provost agree.
- *Faculty 180 taskforce.* Taskforce is now constituted: C. Coe, A. Huerta, and T. Wilson from UFC, and C. Andrews, J. Stinson, and M. Harrod from CWU. Bartlett pointed out that we should avoid calling it the "Faculty 180" taskforce: its purview (in the CBA) is not limited to Faculty 180, so we want to avoid accidentally encouraging the idea that the taskforce is not allowed to make recommendations about anything except the workings of the Faculty 180 program itself. Tentatively, we will call it the Faculty Evaluation and Workload Planning Review Committee.
- *Labor Management Council.* Met last week: the four UFC officers, and Katherine Frank, Kathryn Martell, Martha Kurtz, Charlene Andrews. Some main points of discussion are whether to separate chair merit from the PTR merit process; defining the role of interdisciplinary program directors; changing military leave policy to be consistent with new federal guidelines; standardizing service workload; developing a new phased retirement application; and questions about when a faculty members Faculty 180 file can be locked and unlocked.
- General discussion about various strange ways in which some Deans have been trying to interpret and use the new CBA. For example, that in the event of an emergency closure, library faculty would have to take unpaid leave, and would not be able to work from home without documented proof of an 8-hour day. Or that COTS faculty cannot be paid for advising. Or that classes which don't fill to a certain enrollment level must be cancelled. Or that workload distributions must fit a certain template.

Vice President's report (Bartlett)

- Bartlett had reported at the last meeting that there were a few faculty whose membership, per Payroll, had apparently lapsed, but he was not sure why. Investigation found that two faculty had been erroneously dropped from the dues list. They are now reinstated. Bartlett will need to keep an eye on the dues list in the transition from one year to the next, as it's not clear how these errors occurred or how to prevent them.
- In the end, then, our actual membership as of the last meeting was 199. It remains at 199 now; since then we have lost two members but also gained two.

- Bartlett's focus in the rest of the year will be on three things: (1) connecting with new assistant professors, to make sure they know about UFC and see it as a resource; (2) stewards (to be discussed below); (3) moving towards getting UFC noticeboards put up in various locations around campus, to increase UFC visibility. (There was discussion here about what kinds of things might go on the noticeboards.)

Communications & Grievances Officer's report (Finke)

- One very recent grievance concerns CBA 22.3.3. A new TT faculty member who was given 2 years of credit towards tenure is now being told by their Dean that they have to be "excellent" in order to get tenure in their 4th year – so, the Dean appears to be confusing this situation with one in which a faculty member is going up for early tenure.

Financial Officer's report (James)

- All of the bills for the tenure & promotion event are now paid.
- There was a mysterious \$5 recurring charge on our account for "analysis services"; this seems to have been a mistake, and has now been terminated.
- We now have about \$22,500 available.

New business

- *Grievance 17-06 (raises for new TT faculty)*. CWU rejected our 2nd-level grievance, on grounds that there has always been a separation in the CBAs between pay determination for new faculty and pay raises for continuing faculty. Our only options at this point are to drop the grievance, or demand arbitration. Arbitration is costly, and should not be entered into unless we are sure we have a strong case. The general consensus of the E-Board was that we were not confident that arbitration was worth it in this case. We will not pursue the grievance.
- *Guest speaker for Winter? Bill Lyne (UFWS President)*. General consensus was that this was a good idea. Lyne could talk in particular about finances – explaining how, despite CWU's protests that they have no money, they actually do.
- *Faculty Development funds for NTT faculty*. Ruthi Erdman reported that there have been \$36,000 in requests for \$25,000 in available funds – so some requests had to be rejected, or only partially funded. It would be great if in future the amount could be increased.
- *SEOs*. Sathy Rajendran brought up a concern about how SEOs have been advertised – as a way for students to 'strike back' against faculty, or (this quarter) encouraging faculty to offer extra credit. The latter is not permitted; the announcement was quickly taken down when faculty questioned it. Sathy says that Senate used to have oversight of these announcements, but seems to have fallen out of the loop recently. There was then a more general discussion about the value of SEOs, the matter of the very low response rates, and the question of whether the CBA mandates that they be considered in faculty reviews. The CBA does not mandate this: it says only that they must be included in the Professional Record. The colleges mandate their consideration.
- *Bad blood between UFC and Senate?* Dan Lipori raised a concern about a rift between UFC and Senate, since Senate was not invited to co-host the Tenure & Promotion event. Bartlett corrected Lipori's assertion: Senate *was* invited to co-host, but Cody Stoddard (Senate Chair) said they could neither contribute money or time this year. There is no 'bad blood'.
- *Library and Grad Studies merger?* Altman reported that UFC has been assured that, were the merger to occur, library faculty would retain their faculty status.

- *Stewards / Stalwarts*. Do we want stewards in each department? In each college (perhaps proportional to the size of the college)? Or just a looser system of ‘stalwarts’? Or, do we need stewards/stalwarts at all, beyond the E-Board? Also discussed was how to revise the Constitution and Bylaws to match our actual procedure in this regard. General consensus was in favor of a looser system: not specifying a particular number of stewards/stalwarts, but just aiming to ensure that all faculty know of a colleague they could go to if they had a work-related concern. Bartlett noted that noticeboards would be part of this: they could have a list of names. The faculty in question (whatever we called them) would just need to be willing to be a ‘point of contact’ between faculty and UFC. It was decided that Bartlett would send out the membership list, and E-Board members should look through it to see who might be good in such a role. Some names were suggested.

Date/time for next E-Board meeting?

- Friday afternoons, after 1pm, seemed to work for most people. Altman will send out a query or poll to try to select a day in the Winter quarter for our next meeting.

Adjournment

- Meeting was adjourned at 2:50 pm.