

**United Faculty of Central Annual Report, 2018-2019**  
May 8, 2019

According to UFC Bylaws, one of my duties as President is to “prepare and submit an annual report of UFC activities at an annual meeting.” This report, covering June 2018-early May 2019, will be posted on the UFC website (<https://www.ufcentral.org/>) following my presentation of the report at the members’ meeting, and it will be emailed to all UFC members. If there are questions about the contents of this report, please write to me by email ([unitedfaculty@gmail.com](mailto:unitedfaculty@gmail.com) or [philosopher.altman@gmail.com](mailto:philosopher.altman@gmail.com)).

**Officers**

The UFC officers have worked well together this year. Although the three of us have different assigned responsibilities, we have regular conversations, both in person and by email, and we reach consensus on all major decisions.

- President: Matthew Altman (Philosophy & Religious Studies)
- Vice President: Gary Bartlett (Philosophy & Religious Studies)
- Financial Officer: Paul James (Biological Sciences)

Janet Finke stepped down as Communications officer in fall 2018, so the duties of that office were reassigned to Vice President Gary Bartlett. This is allowed under UFC bylaws and the UFC constitution. With elections in May 2018, it didn’t seem necessary to appoint someone for two quarters.

The following UFC members have also assisted with recruitment and/or investigations:

- Dan Lipori (Music)
- Ruthi Erdman (English & DHC)

**General**

There are a number of regular activities that the officers engage in throughout the year, such as monitoring and assisting faculty during investigations, pre-disciplinary meetings, and disciplinary meetings; fielding questions and concerns from faculty; and serving as intermediaries to solve disagreements between faculty and the administration. Most of our work, in fact, involves answering questions from and advising faculty members.

The UFC President in particular serves as the liaison between UFC and the President, Provost, and the Faculty Relations Coordinator.

UFC officers also assisted individual faculty and their departments in composing professional development plans (PDPs).

We’ve been working on a number of specific issues, including various problems in CEPS, trying to figure out what to do about the fact that advisors (not faculty) are teaching UNIV 101, and getting Deans to notify faculty more clearly about summer proration.

## **Policies and practices jointly implemented by UFC and the administration**

Although the CBA governs working conditions, some parts of the CBA are vague or provide little guidance to faculty. UFC has negotiated with the administration to develop or clarify several policies, including:

- We defined “material progress” for the purpose of fulfilling the requirements of a Professional Development Plan (PDP), when one is “continued with reservations” as a result of a post-tenure review (PTR). An email was sent to all faculty to clarify the criteria of evaluation.
- We signed a Memorandum of Understanding (MOU) that requires CWU to pay faculty for overloads during the quarters that they are scheduled. That is, if you are scheduled to teach a class as an overload during the year, then you will be paid for that class during the quarter you teach it. Some Deans had not paid faculty for overloads, even faculty who taught overloads in the fall, until spring quarter.
- We developed university-wide documentation standards to use during a professional review. These standards were disseminated in a joint email from UFC and the Provost.

## **February members’ meeting**

On February 26, 2019, UFC held an all-members’ meeting at which officers updated members on union activities.

## **Grievances and complaints**

UFC has formally challenged some decisions made by the CWU administration by filing grievances, which allege violations of the CBA (27.2.1), and complaints, which challenge substantive academic judgments (27.2.2). Since June 5, 2018 (the date of the last annual report), the following complaints and grievances have been filed:

### Complaints

The following complaints were initiated:

- Complaint 18-01C: Overreliance on SEOIs in Evaluating Teaching Effectiveness (Level I, Level II) (June 2018)
- Complaint 18-02C: (Material progress on PDP) (Level I) (July 2018)

UFC officers are considering writing other complaints in response to recent decisions regarding tenure, promotion, and post-tenure review.

### Grievances

The following grievances were initiated:

- Grievance 18-03G: (Denial of promotion for tenured faculty member) (Level II) (June 2018)
- Grievance 18-04G: Procedure and Standards for Promotion of Coaches to Senior Status (Level I) (July 2018)
- Grievance 18-05G: (Disciplinary action against a tenured faculty member) (Level II) (July 2018)

UFC officers are considering writing other grievances in response to recent decisions regarding tenure, promotion, and post-tenure review.

### **State labor board**

CWU, UFC, and the PSE (Public School Employees of Washington) will participate in a hearing in June with the Public Employment Relations Commission (PERC) to determine the status of flight instructors – the question being whether they are faculty or staff, and thus which bargaining unit they belong to.

### **Labor-Management Council**

The CBA includes the following provision: “The University and the Union will maintain a Labor-Management Council to provide a forum for communication between the parties and to promote constructive labor-management relations. Council meetings will be used for discussions and shared problem-solving only, including the University’s efforts to eliminate barriers to equal employment opportunities and workplace equity encountered by the protected groups identified in Article 7. The Council shall have no authority to conduct any negotiations or modify the provisions of this Agreement” (26.1).

The members of the LMC are:

- UFC representatives:
  - Three UFC officers
  - Terry Wilson (Marketing/Management)
- CWU representatives:
  - Katherine Frank (Provost)
  - Charlene Andrews (Faculty Relations Coordinator)
  - Paul Ballard (CEPS Dean)
  - Martha Kurtz (COTS Associate Dean)

LMC met on the following days: June 6, 2018; November 16, 2018; March 6, 2019; May 7, 2019. We plan to meet one more time in late May or early June 2019. Meeting agendas are available on the UFC website.

At the meetings, we discussed several issues:

- Recommendations of the Joint Evaluation Taskforce, including recommendations for changing Faculty180
- Planning for the Compression Taskforce
- Summer obligations for faculty not on contract
- Timing of phased retirement application
- Criteria for NTT development money
- University-wide documentation standards for reappointment, tenure, promotion, and PTR
- Defining the responsibilities and compensation for interdisciplinary program directors

### **Compression Taskforce**

The CBA includes the following provision: “Compression Adjustments. For the academic year 2019-20, the University will fund a \$1 million pool (including salary and benefits) that will be allocated to tenured and tenure-track faculty to address compression and equity issues.

Procedures for allocation of funds will be agreed upon by a joint task force composed of three (3) members chosen by UFC and three (3) members chosen by the Provost. Recommendations from the taskforce will be submitted to UFC and CWU for joint approval. The joint taskforce

will be provided with the 2018 CUPA data release to consider in evaluating compression/equity issues and recommended adjustments. The taskforce will meet during the 2018-19 academic year and compression/equity adjustments will take effect in 2019-2020” (16.8).

The UFC representatives on the Compression Taskforce are:

- Lucinda Carnell (Biology)
- Holly Pinkart (Biology)
- Sathy Rajendran (Engineering Technologies, Safety, and Construction)

The Taskforce has been working throughout the year to develop a formula to distribute the funds. They will present their recommendations to LMC in mid-May, which will then consider them for approval.

### **Executive Board**

UFC Executive Board members serve as points of contact with other faculty. Members of the E-Board are:

- Three UFC officers
- James Avey (Management)
- Ruthi Erdman (English & DHC)
- Amy Hoover (Aviation)
- Audrey Huerta (Geology)
- Dan Lipori (Music)
- Sathy Rajendran (Engineering Technologies, Safety, and Construction)

We met on the following days: November 16, 2018 and January 24, 2019. Agendas and meeting minutes are available on the UFC website.

In addition to regular updates from the officers about UFC activities, the E-Board advised the officers on the issues that were discussed in LMC as well as advisors teaching UNIV 101, the UFC-sponsored SOURCE faculty mentor award, and UFC bulletin boards (see below).

### **Membership**

Currently, we have 199 dues-paying union members – an increase of two over the count from last year’s annual report. Membership is 52% among full professors, 38% among associate professors, 32% among assistant professors, 30% among senior lecturers, and 7% among lecturers. (Of course, UFC is recognized as the exclusive bargaining unit for all faculty [CBA 2.1 and 2.2].)

### **Liaisons**

To replace the system of Stewards, UFC formed a group of UFC Liaisons. The list of Liaisons includes faculty from across campus and is available on the UFC website. Liaisons are expected to:

- Serve as a point of contact for faculty with CBA-related questions or concerns, either assisting them or directing them to UFC officers.
- Have a copy of the CBA on hand and have a general sense of its contents.
- Attend UFC meetings, and encourage and recruit other faculty to come to them.

- Attend Liaison meetings, held once or twice a year.
- Engage in light recruiting by sharing the benefits of UFC membership with other faculty, encouraging participation in UFC, and distributing flyers for events.

This year we have continued to recruit Liaisons, an effort led by Vice President Gary Bartlett. There are now twenty-five Liaisons (including the three current UFC officers and five members of the Executive Board), with representation from three of the four colleges, and the library. The first Liaison meeting was held on April 17, 2019.

### Bulletin boards

In Winter quarter, with the Executive Board’s approval, UFC purchased six enclosed bulletin boards, at a total cost of \$1,749.32, including shipping. Again with the approval of the Executive Board, it was decided that, to ensure the greatest possible visibility to faculty, the boards should be installed in the six academic buildings on campus containing the greatest numbers of faculty offices. Those are Samuelson, Black, Language & Literature, Shaw-Smyser, Purser, and Science I. (The SURC was also considered, but this would require ASCWU approval, which is uncertain. A bulletin board in the SURC remains a possibility for the future.)

This quarter Vice President Bartlett has been working with the Provost’s office to identify specific locations within each of these six buildings which would afford a good degree of visibility while meeting with the University’s approval. All boards will be in prominent locations on the first floor of each building. We hope to have the boards installed either over the summer or in Fall quarter.

### History

This year is UFC’s 25th anniversary. On April 1, 1994, faculty notified the Board of Trustees that they were forming a new labor organization, United Faculty of Central. Follow UFC on Facebook to learn more about UFC’s history.

### Financial report

<i>Beginning Balance (June 1, 2018)</i>		<b>\$27,538.48</b>
<i>Income</i>	UFC dues	\$12,156.09
	Interest	\$12.82
	<b>Total =</b>	<b>\$12,168.91</b>
<i>Expenses</i>	President summer stipend	\$5,667.13
	Events	\$2,071.47
	Bulletin Boards	\$1,749.32
	Printing	\$179.88
	UFC Website	\$168.00
	PO Box	\$214.00
	<b>Total =</b>	<b>\$10,049.80</b>
<i>Ending Balance (May 8, 2019)</i>		<b>\$29,657.59</b>

## **Elections**

The terms of the current UFC officers end on May 31, 2019.

The elections process is governed by the UFC Bylaws. A Nominations Committee was assembled, composed of the following members:

- Matthew Altman (Philosophy & Religious Studies) (President Altman is not running for reelection.)
- Wendy Bohrson (Geological Sciences)
- Dan Lipori (Music)
- Sathy Rajendran (Engineering Technologies, Safety, and Construction)

At the May 8 meeting, the Committee will nominate a slate of officers for 2019-2021. We will also accept nominations from the floor.

Wendy Bohrson will oversee the election process, which will be conducted electronically (by email) from May 8-23, with paper ballots accepted on May 23. Voting will close on May 23 at 5 pm.

## **Bargaining team**

The current CBA expires August 31, 2020. UFC will engage CWU in the bargaining process during the 2019-2020 academic year. Members of the UFC bargaining team will be:

- Matt Altman (Philosophy & Religious Studies, CAH), bargaining team chair
- Nancy Graber Pigeon (Management, CB)
- Dominic Klyve (Mathematics, COTS)
- Dan Lipori (Music, CAH)
- Sathy Rajendran (Engineering Technologies, Safety, and Construction, CEPS)
- Gary McNeil (WEA), chief negotiator

Respectfully submitted,

Matthew Altman, UFC President

(with contributions from Vice President Gary Bartlett and Financial Officer Paul James)

May 8, 2019