

# UFC all-members meeting



February 26, 2019

# Agenda

1. President's report
  - a. UFC officers
  - b. Activities
  - c. Grievances and complaints
  - d. Labor-Management Council
  - e. UFC Executive Board
  - f. Compression taskforce
2. Vice President's report
  - a. Current membership
  - b. Liaisons (aka stewards)
  - c. Bulletin boards
3. Treasurer's report
4. Future plans
5. Q&A



# UFC officers

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



## Fighting for faculty, enforcing the CBA



- CEPS contract and payment issues
- MOU regarding overload compensation (you get paid when you do the work)
- Clearer notification of proration
- University-wide documentation standards
- Flight instructors
- Advisors teaching UNIV 101
- Attending meetings for investigations, pre-discipline, discipline
- Discipline of faculty, including termination
- Advise faculty, chairs, and administration re: reviews, payment issues, etc.

... and so on.

# Grievances and Complaints (since June 5, 2018)

## COMPLAINTS

- Complaint 18-01C: Overreliance on SEOIs in Evaluating Teaching Effectiveness (Bartlett)
- Complaint 18-02C: “Material progress” on a PDP (Altman)
  - Defining “material progress”

## GRIEVANCES

- Grievance 18-02G: Documentation in Professional Records (Altman)
- Grievance 18-03G: Denial of Promotion (Bartlett)
- Grievance 18-04G: Procedure and Standards for Promotion of Coaches to Senior Status (Bartlett)
- Grievance 18-05G: Termination (Altman)



# Labor-Management Council = CBA implementation

- UFC representatives

1. Matthew Altman  
(Philosophy & Religious Studies)
2. Gary Bartlett (Philosophy & Religious Studies)
3. Paul James (Biological Sciences)
4. Terry Wilson  
(Marketing/Management, CB)

- Recommendations from Joint Evaluation Taskforce (JET)
- Timing of phased retirement application
- Summer obligations of faculty not on contract
- Pending issues:
  - Faculty180 software
  - Documentation standards
  - Criteria for NTT development funding





## UFC Executive Board = Advisory board

- 3 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)



# Compression Taskforce

“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” (CBA 16.8).

## UFC members of the taskforce:

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



Vice President's report ...

## CURRENT MEMBERSHIP



Total Members: **187** (24.4% of all faculty + coaches)

### By college:

COTS: **82** (36.1% of COTS faculty)

CAH: **59** (34.7% of CAH faculty)

CEPS: **32** (13.7% of CEPS faculty)

CB: **6** (8.8% of CB faculty)

Other: **8** (11.8% of non-coll. fac./coaches)

### By rank / title:

Full professors: **78** (50.4% of full profs.)

Associates: **48** (39.0% of associates)

Assistants: **28** (30.4% of assistants)

Sen. lecturers: **23** (27.4% of sen. lects.)

Lecturers: **10** (3.6% of lecturers)

# LIAISONS (a.k.a. STEWARDS)



We are in the process of revamping and reinvigorating the steward system; the name change is in recognition of that.

## Duties of liaisons:

1. Serve as a **point of contact** for faculty with CBA-related questions or concerns, either assisting them or directing them to UFC officers.
2. Have a **copy of the CBA** on hand and have a general sense of its contents.
3. Attend **UFC meetings**, and encourage and recruit other faculty to come to them.
4. Attend **liaison meetings**, held once or twice a year.
5. Engage in **light recruiting** by sharing the benefits of UFC membership with other faculty, encouraging participation in UFC, and distributing flyers for events.

# LIAISONS (a.k.a. STEWARDS)



## Liaisons in COTS:

Paul James\* (Biol.)  
Holly Pinkart (Biol.)  
Audrey Huerta^ (Geol.)  
Bob Hickey (Geog.)  
Steve Hackenberger (Anth.)  
Cynthia Zhang (Soc.)  
Jeff Penick (Psych.)  
Rich Marsicano (Psych.)  
Roger Schaefer (L&J)

## Liaisons in CAH:

Roxanne Easley (Hist.)  
Ruthi Erdman^ (Eng./DHC)  
Josh Welsh (Eng.)  
Matt Altman\* (P&RS)  
Gary Bartlett\* (P&RS)  
Rodney Bransdorfer (WL)  
Josh Nelson (WL)  
Dan Lipori^ (Music)  
Martin Kennedy (Music)

## Liaisons in CEPS:

Sarah Feeney (FCS)  
Amy Hoover^ (Aviat.)  
Sathy Rajendran^ (ETSC)

## Current Liaisons in COB:

[None]

## Current Non-College Liaisons:

Julie Carmen (Libr.)

\* = UFC officer

^ = UFC Executive Board member

THANK YOU to these folks! Are **you** willing to be a liaison? See Gary Bartlett!  
There will be a liaison meeting in early Spring.

# BULLETIN BOARDS

**CBA Article 4 – Union Rights, Sec. 4.6:** “At its election and expense, the Union may have installed and may maintain bulletin boards in University buildings frequented by faculty members for purposes of communicating with its members.”

**UFC is about to take advantage of this right for the first time!** With the approval of the E-Board, we have just purchased **six** enclosed bulletin boards.

We plan to have them installed in the following six buildings:

Samuelson	Black	Language & Literature
Shaw-Smyser	Purser	Psych <i>or</i> Science I <i>or</i> Grupe (TBD)

These were chosen because they are heavily-occupied by faculty.

Our hope is that these boards will increase UFC’s **visibility** to faculty.

More boards may be purchased and installed in the future if these six prove successful.





## UFC Treasurer's Report

<i>Beginning Balance (JUNE 2018)</i>		<b>\$27,538.08</b>
<i>Income</i>	UFC dues	\$8,404.21
	Interest	\$9.51
	<b>Total =</b>	<b>\$8,413.72</b>
<i>Expenses</i>	Events	\$1,825.77
	UFC Message boards	\$1,749.32
	UFC Summer salaries	\$5,667.13
	<b>Total =</b>	<b>\$9,438.01</b>
<i>Ending Balance (FEB 2019)</i>		<b>\$26,513.79</b>



## Future plans

- Prepare for issues with reviews
- LMC
  - Faculty180 software
  - Documentation standards
  - Criteria for NTT development funding
- Advise faculty, monitor investigations and disciplinary procedures
- Liaisons
- Prepare for bargaining in AY 2019-2020
- New officer elections by June
- Keep protecting faculty rights!





# Questions?



UFC: Our working environment is our students' learning environment.