

## United Faculty of Central Annual Report, 2019-2020

June 30, 2020

According to the 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, spanning from June 2019 through June 2020, will be posted on the UFC website (<https://www.ufcentral.org/>) following my presentation of it at a members’ meeting on June 30 (held on the Zoom platform). It will also be emailed to all UFC members. If you have questions about the report, please email me at [unitedfaculty@gmail.com](mailto:unitedfaculty@gmail.com) or [craggyair@gmail.com](mailto:craggyair@gmail.com).

This has been a challenging year. Starting in March 2020, the COVID-19 pandemic became the overwhelmingly dominant issue for the University and thus for UFC. Winter quarter finished as normal, but Spring classes were moved entirely online. At the time of the writing of this report, it remains somewhat uncertain how Central’s Fall 2020 classes will look.

### Officers

The elected officers this year have been:

- President: Gary Bartlett (Philosophy & Religious Studies—CAH)
- Vice President: Audrey Huerta (Geological Sciences—COTS)
- Communications Officer: Amy Hoover (Aviation—CEPS)
- Financial Officer: Paul James (Biological Sciences—COTS)

As of June 1, 2020, Kara Gabriel (Psychology) has taken over as Vice President, as Audrey Huerta has taken a position with the National Science Foundation for the next two years. An election for a new VP, to finish the one year remaining in Huerta’s term, was held in late May, overseen by Jason Knirck. Gabriel was the only candidate, and won election unanimously.

During the past year the officers engaged in many routine activities, such as assisting faculty during investigations, and at pre-disciplinary and disciplinary meetings; fielding questions and concerns from faculty; and mediating disagreements between faculty and administration.

The UFC President also serves as the liaison between UFC and the CWU President, Provost, and Faculty Relations Coordinator.

### Membership

UFC members Bob Hickey (Geography—COTS) and Ruthi Erdman (English—CAH / DHC) received a small amount of salary this year from UFC to engage in recruiting across campus.

UFC standardly loses about 20 members each year, usually because the person leaves Central (most often for retirement). So each year, we aim to gain back at least that many members, and ideally more. In 2017-18 we lost 20 members and gained 22, for a net gain of 2. In 2018-19 we lost 19 and gained 23, for a net gain of 4. This year we lost 20 and gained 38, for a net gain of 18. We currently have 218 members. At this time last year, we had 200. The 9% increase this year is in large part due to Erdman’s and Hickey’s efforts. Membership is at 52% among full professors, 42% among associate professors, 33% among assistant professors, 33% among senior lecturers, and 10% among lecturers.

## **Completion of three past issues**

Over the summer of 2019, six **UFC notice boards** were installed around campus: in Samuelson, Black, Language & Literature, Shaw-Smyser, Purser, and Science. These buildings were chosen because they had the highest faculty occupancy. The boards were all installed in prominent first-floor locations, and as approved by the University. The boards are now in use, displaying information such as upcoming events, the names of the officers, the function and role of UFC at the University, the distinction between representation and membership, and so on.

In summer 2019, a major task was to prepare for the distribution of \$1 million in **compression and equity funds**, as designated in CBA Section 16.8. At the close of Matthew Altman's term as President, several details of the distribution remained to be finalized. They were finalized over summer by new UFC President Gary Bartlett, Interim Provost Lynn Franken, Faculty Relations Coordinator Charlene Andrews, Compression Taskforce member Holly Pinkart, and President Gaudino. On September 4, Bartlett and Franken announced the completion of the process. Of 357 T/TT faculty, 129 (c. 36%) received a salary increase, closing 66% of the gap between their 2018-19 salary and the national mean for faculty at their rank in their disciplinary area.

As noted in the 2019 report, CWU, UFC, and the PSE (Public School Employees of Washington) were to participate in a hearing in June 2019 with the Public Employment Relations Commission (PERC) to determine **whether CWU's flight instructors were faculty or staff**, and thus which bargaining unit they should belong to. The hearing duly occurred, and in October, the PERC ruled that the flight instructors were not faculty. The UFC officers and Executive Board unanimously agreed not to contest this decision.

## **UFC events**

UFC's regular Tenure and Promotion Celebration was held on November 7, 2019, at Gallery One. Turnout was excellent.

An all-members meeting was scheduled for March 12, 2020. The meeting was to have focused on bargaining (see below). It was cancelled, however, in light of the COVID-19 pandemic.

A year-end all-members meeting, at which this annual report was presented, was held on the Zoom platform on June 30, 2020.

## **Executive Board**

UFC Executive Board members serve as points of contact with other faculty, and an advisory body for the UFC officers. The current members of the Board are:

- The four UFC officers
- James Avey (Management—CB)
- Ruthi Erdman (English/DHC—CAH; NTT faculty)
- Kevin Feeney (Interdisciplinary Studies—COTS; NTT faculty)
- Martin Kennedy (Music—CAH)
- Dan Lipori (Music—CAH)
- Sathy Rajendran (Engineering Technologies, Safety, & Construction—CEPS)

- Karen Roemer (Health Sciences—CEPS)
- Terry Wilson (Management—CB)

The Executive Board met on October 16, 2019 and on March 12, 2020. Agendas and meeting minutes are available on the UFC website. In addition to receiving regular updates about UFC activities, the E-Board advised the officers on other issues that were under discussion by the Labor-Management Council (see below). On May 28, 2020, the Executive Board held an emergency meeting via Zoom to discuss planning for Fall 2020 in light of COVID-19.

### **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 this year were:

- *UFC representatives:* Gary Bartlett (UFC President), Amy Hoover (UFC Communications Officer), Audrey Huerta (UFC Vice President), Paul James (UFC Financial Officer)
- *CWU representatives:* Charlene Andrews (Faculty Relations Coordinator), Lynn Franken (Interim Provost), Jill Hernandez (CAH Dean), Jeff Stinson (CB Dean)

The LMC has met three times since the date of the last annual report: on June 4, 2019,<sup>1</sup> October 28, 2019, and February 28, 2020. Meeting agendas are available on the UFC website. At least two more meetings were planned, but these were cancelled because of COVID-19.

At the meetings, the following topics were discussed:

- Compression Taskforce recommendations; and subsequently, questions from faculty in ITAM about the distribution of the funds
- Defining the responsibilities and compensation for interdisciplinary program directors
- The possibility of testing new Interfolio software to interface with Faculty 180
- The criteria for funding requests for NTT development fund money
- The teaching of UNIV 101 by advisors instead of faculty
- A pattern of overload pay not being paid on time, especially in CEPS
- The status of college faculty performance guidelines in CEPS
- The status of assistant and associate chairs: must they be elected, or can they be appointed by the Dean?

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<sup>1</sup> Because the June 4 meeting was at the end of the previous academic year, the members of the LMC at that meeting were still as listed in last year’s annual report.

## **Complaints and grievances**

UFC formally challenges some decisions made by 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 May 8, 2019 (the date of the last annual report), the following complaints and grievances have been filed:

### *Complaints*

- Complaint 19-01C: Tenured faculty member denied promotion (Level I, June 2019)
- Complaint 19-02C: Tenured faculty member denied promotion (Level I, June 2019; Level II, August 2019)
- Complaint 19-03C: Tenured faculty member denied promotion (Level I, June 2019; Level II, September 2019)
- Complaint 20-01C: Tenured faculty member continued with reservations (Level I, June 2020)
- Complaint 20-02C: TT faculty member denied tenure and promotion (Level I, June 2020)

### *Grievances*

- Grievance 19-01G: Use of only SEOI scores to deny promotion for a tenured faculty member (Level I, May 2019; Level II, July 2019)
- Grievance 19-02G: Misapplication of scholarship standards in denying tenure and promotion to a TT faculty member, and promotion to a tenured faculty member (Level II, June 2019)
- Grievance 19-03G: Flawed review of teaching in denying promotion to a tenured faculty member (Level I, June 2019; Level II, July 2019)
- Grievance 19-04G: Violation of state law in making late salary payments to faculty for summer teaching (Level I, October 2019; Level II, November 2019)
- Grievance 19-05G: Unjust termination of an NTT faculty member with a medical disability (Level I, December 2019)
- Grievance 20-01G: Conflation of discipline with academic judgment in denying tenure and promotion to a TT faculty member (Level I, May 2020; Level II, June 2020)

## **Contract bargaining**

This was a bargaining year, during which a new contract was to be negotiated, to succeed the current one which expires on August 31, 2020. Members of the bargaining team are:

- 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

COVID-19 forced a reevaluation of the bargaining situation. In Spring the two parties agreed to extend the current contract by one year. An MOU was signed to that effect on June 4, 2020, having been ratified by both parties. The ratification vote by UFC members, overseen by Jason Knirck, was conducted by email. The vote tally was 82 in favor, 3 against. The MOU preserved promotion and merit increases, but kept everything else status quo; and it stipulated that the parties would meet in Fall to discuss the possibility of compensation increases.

### **The COVID-19 pandemic**

UFC worked with Central to sign two MOUs in Spring concerning faculty working conditions. The first concerned Spring instruction. It specified a late-starting, nine-week quarter, giving faculty an extra week to prepare for online classes. It also allowed that faculty could exclude Spring 2020 SEOIs from future reviews. The second MOU addressed scholarship. It stipulated that unused development funds would roll over to 2020-21; that faculty would get credit for presentations cancelled due to COVID-19; that T/TT faculty could extend their review clock by a year; and that approved sabbaticals would be discussed on a case-by-case basis.

At a March 20 Board of Trustees meeting, CWU unexpectedly declared financial exigency, which naturally caused widespread concern. The UFC President was assured by President Gaudino, however, that the University had no intention of laying off faculty, and that the declaration did not trigger Article 25 of the CBA. At the time of this report (late June), that assurance has held. On May 15, President Gaudino publicly reaffirmed his commitment to not reduce T/TT faculty. NTT faculty contracts would be offered or extended as enrollment required.

In late May, UFC created an online survey for faculty to give their opinions about the Spring quarter, the University's handling of the crisis, and their concerns about Fall. A summary of the results of the survey was sent to faculty on June 11.

At the time of this report, it remains uncertain how Central's Fall 2020 classes will look. A normal, face-to-face quarter is unlikely, but the University is hoping that some classes will still have a face-to-face component. The University has, however, committed to not requiring faculty to teach face-to-face if they do not wish to do so. This commitment was included in an MOU signed on June 18. This MOU also stipulated that the Fall quarter would start two weeks early, to avoid having students return after Thanksgiving; and laid out various health and safety policies for both Summer and Fall quarters. It also specified that SEOIs for Summer and Fall classes would be used in faculty reviews only formatively, not summatively.

### **Emergency funds**

UFC has received two applications this year for funds from the Emergency Assistance Fund. The EAF is funded by donations, and any UFC member may apply. The maximum disbursement for a given faculty member per year is \$1,000. Decisions are made by the Executive Board. In Fall 2019, \$1,000 was given to a faculty member in COTS, for costs related to a family death and to their own health issues. At the time of this report, we are in the process of disbursing \$1,000 to a faculty member in CEPS, for costs related to a family death.

Since its creation in 2010—by Bob Hickey and Holly Pinkart, respectively UFC President and VP at the time—the EAF has been held in an account in the CWU Foundation. This year, however,

the Foundation has told UFC that they can no longer hold the account. Kara Gabriel, UFC's new VP, is working on opening a 501(c)(3) account for the fund.

In 2010, Hickey and Pinkart also opened an emergency fund intended for staff, so that faculty could donate money to staff who are in need. The University will be furloughing many staff this summer, so this fund will likely be needed soon. Unfortunately, no disbursements can be made, and no donations accepted, until the fund is moved out of the Foundation. The UFC officers have decided that it will be simpler and less costly to roll this fund into the 501(c)(3) account that Gabriel is creating. Once the new fund is ready, UFC will invite faculty to donate to it.

### **Financial report**

Informally, I can report that UFC's finances are in excellent shape—thanks especially to the increase in membership noted earlier. Our income for the year August 1, 2019 to June 31, 2020, is expected to be over \$12,000. Our expenses will likely be less than \$11,500. We expect to begin the Fall quarter with more than \$30,000 in the bank.

However, the current officers have decided not to deliver a formal financial report at this time of the year, since it would be potentially misleading. (The UFC Bylaws require that the Financial Officer prepare an annual financial report; but it need not be delivered with the President's annual report.) UFC's income is in the form of dues payments, which are sent by WEA in the months November through July—with the money ultimately coming from the dues collected from UFC members, in the months October through June. Normally, of course, the annual report would be delivered in May, or early June at the latest. It is awkward to prepare the financial report at that time, since two or three dues payments are still yet to come.

The current officers have therefore decided that it is best for UFC to maintain a financial year of August 1 through July 31. Accordingly, the financial report will be prepared and presented in the Fall of each year, and will cover the previous financial year.

Respectfully submitted,  
Gary Bartlett, UFC President  
June 30, 2020