

United Faculty of Central (UFC) Annual Report for AY 2024-2025

As we close out the academic year, I want to reflect on recent developments that have shaped our shared mission in higher education. The last few months have been eventful, and your union representatives have been working hard on your behalf. Importantly your membership dues support advocacy for higher education by the Washington Education Association (WEA), the American Federation of Teachers (AFT) and the United Faculty of Washington State. Faculty unions at all the regional universities -- Central, Eastern, Western, and Evergreen -- are associated with United Faculty of Washington State which advocated strongly in Olympia for you this year.

Academic Freedom and Support for Diversity Under Pressure

The national narrative continues to challenge curricula and restrict classroom discussions on topics like race, ethnicity, gender, and history. Our collective bargaining agreement (CBA) protects your right to speak as free citizens, your freedom in the classroom to discuss subjects relevant to the course, and your ability to conduct and disseminate your scholarship (see CBA Article 6).

Cost-of-Living Adjustments (COLAs) for Higher Education Employees

Thanks to pressure from labor organizations, the state approved **COLAs of 3% and 2%** over the next two fiscal years, respectively, for public university employees. COLAs are not automatically provided to faculty at any Washington university and must be negotiated with faculty unions. Happily, UFC and CWU ratified an agreement at the end of winter quarter to pass those COLAs on to CWU faculty!

Here at CWU, UFC engaged with multiple groups, including the leadership of our fellow campus unions, the Faculty Senate Executive Committee, the Academic Department Chairs Organization (ADCO), the Deans via Labor Management Council, and President Wohlpert and Provost Pease. These efforts help elevate faculty concerns; for example, when Associate VP Elvin Delgado provided institutional guidance for annual reviews for lecturers and senior lecturers. We also forwarded news to our membership about Washington state legislation from the Faculty Legislative Representative, Bernadette Jungblut, and we look forward to working with Matt Altman who is taking on that position next year as well as being the newly elected Vice-President of United Faculty of Washington State.

We celebrated promoted faculty and welcomed new faculty at UFC's annual Tenure and Promotion Celebration and New Faculty Welcome at Gallery One. The next celebration is on Thursday, October 23, 2025 – mark your calendars! UFC continued email updates to bargaining unit members and, this year, launched a newsletter focused on issues specific to Lecturers and Senior Lecturers – we are grateful to UFC members Cristina Bistricean and Michelle Rahn for taking on that important task.

Thank you for all your hard work over the last year. Your engagement and support drive everything we do. Whether you're teaching, researching, mentoring, or organizing—know that your work is vital, valued, and visible. Washington's faculty are facing real challenges—but also making real gains through collective effort. From Olympia to our own classrooms, your voice is powerful. Let's continue to organize, mobilize, and advocate for the educational future our communities deserve.

Membership-Ratified Changes to the Current CBA Await CWU Ratification

At the end of the academic year, the UFC membership ratified changes to the current CBA. Bargaining inevitably involves trade-offs – some gains, some concessions – as all parties work toward a balanced outcome. By voting to ratify the proposed changes, UFC members felt that the gains for all faculty outweighed the concessions. When ratified by CWU’s Board of Trustees at their July 24th and 25th summer meeting, the following changes will immediately take effect:

- The duration of the existing CBA will be extended through August 31, 2029.
- All faculty and coaches will receive across-the-board COLAs of 3% in AY 2025-26 and 2% in AY 2026-27. All faculty and coaches will receive the COLAs approved by the Washington State Legislature for AY 2027-28 and AY 2028-29 with an additional +1% in AY 2027-28.
- The amount of the \$1200 individual faculty development funding for tenure-track and tenured faculty remains unchanged but the verbiage regarding the purpose of this fund will be amended for greater clarity.
- Any unused portion of an individual faculty member’s \$1200 faculty development fund can be carried forward from AY 2025-26 to AY 2026-27. This is a one-time change and only funds in AY 2025-2026 can be carried forward.
- Beginning immediately, the pool for faculty travel to present scholarship will be reduced to \$25,000 and will only be available to tenure-track faculty.
- The pool for professional development for lecturers and senior lecturers is reduced to \$25,000.
- Faculty being evaluated for reappointment, tenure, promotion, or post-tenure review may use either the University, college, and department criteria in effect on the start date for the faculty member’s review period or, *if mutually agreed by the candidate and the Dean, the newest criteria in effect.*
- During an evaluation, tenure-track or tenured faculty may not submit additional documentation after the College-level review, although they may still correct errors of fact.

A digest of these changes along with a track-changes copy of the CBA are available at <https://www.ufcentral.org/documents>

UFC Bargaining Team Members: Two Ratifications in a Year!

Thanks to our bargaining team, faculty are guaranteed to receive the COLAs approved by the Washington State Legislature over the next four years as well as an additional +1% in AY 2027-2028.

If you see our bargaining team members, thank them for their hard work!

- Matt Altman (Professor, Philosophy & Religious Studies, CAH), Bargaining Chair
- Nancy Graber Pigeon (Associate Professor, Management, CB)
- Dan Lipori (Professor, Music, CAH)
- Susan Rivera (Senior Lecturer, Family & Consumer Sciences, CEPS)
- Lori Sheeran (Professor, Anthropology, COTS)
- Shelby Hopkins, WEA liaison, chief negotiator

UFC Officers

Among their many tasks, UFC's Officers represent faculty in meetings with CWU administration, work to ensure the appropriate application of the CBA, file grievances and complaints, communicate with the bargaining unit, and oversee the management of union dues.

In May 2025, the UFC officers were reelected to new 2-year terms (2025-2027). We are all grateful for the opportunity to continue working as a team and to the membership for their continued support!

- President: Kara Gabriel (Professor, Psychology, COTS)
- Vice President: Clay Arango (Professor Biology, COTS)
- Communications: Sarah Feeney (Associate Professor, Family & Consumer Sciences, CEPS)
- Financial: Josh Welsh (Professor, English, CAH).

UFC Executive Board

UFC Executive Board members serve as points of contact with faculty, and an advisory body for the UFC officers. Thank you to the current Executive Board members!

Chong Eun Ahn (History /CAH), Hope Amason (Anthropology/COTS), James Avey (Management/CB), Stuart Boersma (Math/COTS), Ruthi Erdman (English/CAH; NTT faculty), Kevin Feeney (Interdisciplinary Studies/COTS; NTT faculty), Elizabeth Fountain (ITAM/CEPS; NTT faculty), Ian Loverro (CSEL/CEPS), Dan Lipori (Music/CAH), Karen Roemer (Health Sciences/CEPS), and Terry Wilson (Management/CB).

Look for some new faces on the UFC Executive Board beginning in the Fall!

Labor-Management Council (LMC)

CWU and UFC maintain a Labor-Management Council as a forum for constructive labor-management relations and problem-solving. The members of the LMC this year were:

- UFC representatives: Kara Gabriel, Clay Arango, Sarah Feeney, Joshua Welsh
- CWU representatives: Charlene Andrews (Faculty Relations Coordinator), Mike Harrod (Interim COTS Dean), Rachel Kirk (Interim CAH Dean), Faiza Khoja (CB Dean) and Sathy Rajendran (CEPS Dean)

The LMC met on November 25, 2024, and April 9, 2025, discussing topics such as summer chair responsibilities and expectations, evaluations for lecturers and senior lecturers, parameters for the CBA-provided travel fund available to TT/T faculty, and concerns about lecturers and senior lecturers being asked to engage in unpaid service work.

Grievances and Complaints

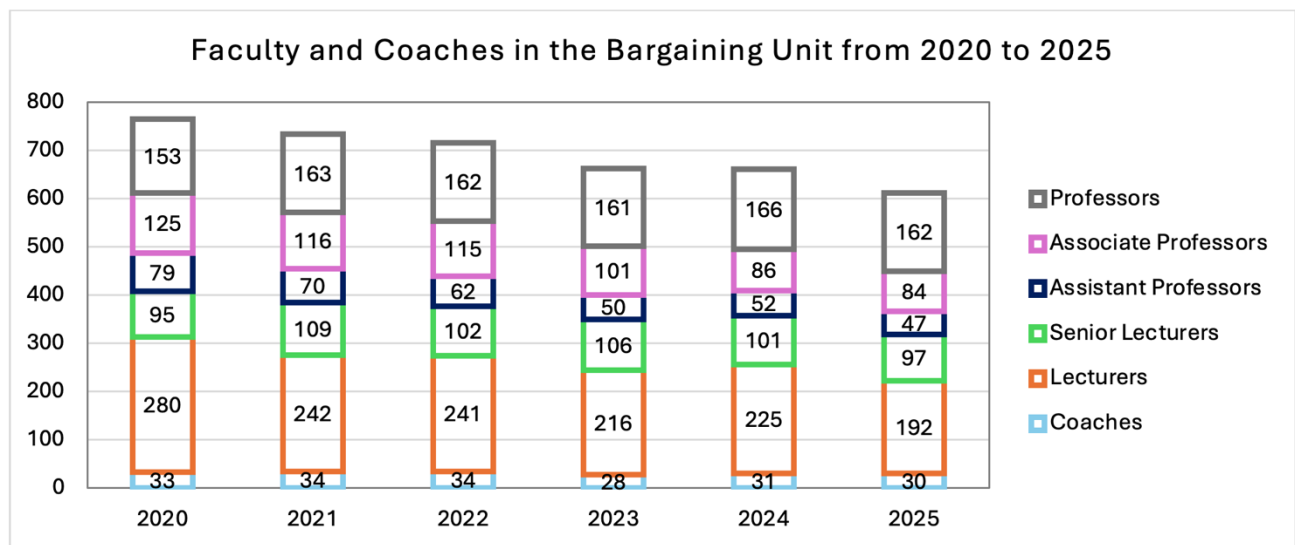
UFC supports faculty by engaging with Deans and the Office of the Provost and seeking informal resolutions whenever possible. UFC formally challenges some decisions of CWU administration by filing grievances (alleging CBA violations: Sec. 29.2.1), or complaints (alleging substantive academic misjudgments: Sec. 29.2.2).

As of June 15, 2025, the following grievances and complaints were filed this academic year:

- Grievance 24-02G: Denial of Eligibility to Apply for Promotion (Level 1, December 2024)
- Complaint 24-01C: Denial of Evaluation Request (Level 1, April 2025; Level 2, May 2025)
- Complaint 24-02C: Denial of Eligibility to Apply for Promotion (Level 1, April 2025; Level 2, May 2025)
- Grievance 25-01G: Limitations to Additional Assignments (Level 1, May 2025).

UFC Membership

Bargaining Unit. Our bargaining unit includes coaches and any individual designated as faculty or performing faculty duties according to Faculty Code. This academic year, 640, 618, and 611 individuals were in our bargaining unit over Fall, Winter, and Spring quarters, respectively. Our bargaining unit size has shrunk in the last five years as detailed in the below figure.



Of the individuals in our bargaining unit, 366 of 611 (59.9%) were full-time in Spring 2025; consistent with proportions in Spring 2024 (394 of 661; 59.6%) and Spring 2023 (403 of 662; 60.9%). To receive benefits, employees must be at least .5 FTE and, in Spring 2025, 444 individuals (72.7%) in our bargaining unit were employed at least at half time; a percentage that have not substantially changed over the last three years. For all instructional faculty, the proportion of TT/T to NTT faculty was approximately equal but, for just full-time faculty, CWU employed 275 TT/T faculty and 74 NTT faculty, indicating that the majority of lecturers and senior lecturers work less than full-time.

UFC Membership. Throughout the year, UFC membership has stayed above 200 members. As we end the academic year, there are currently 206 UFC members (CAH: 72; CB: 12; CEPS: 29; COTS: 85; Library: 5; Other: 3). We ended last year with 212 UFC members and have lost members due to retirements. Thanks to the faculty in their first year at CWU who signed up as members! There are currently 55 lecturers and senior lecturers as well as 151 assistant, associate, and full professors who are UFC members. Thank you so much!

Every year, I like to particularly acknowledge those departments with especially high union membership. Way to go Art & Design, Biology, English, Geography, History, the Library, Math, Philosophy and Religious Studies, and Political Science! Nice job!

Your membership dollars support UFC events, UFC officers' activities during the summer, and pro-education lobbying activities in Washington!

UFC Emergency Assistance Fund

UFC had no requests for emergency assistance this year.

Thanks to all the folks who showed their support by donating to the fund this year! You can donate by check or take 5 minutes to set up a monthly payroll deduction. It doesn't have to be much; even \$5 a paycheck helps!

Instructions are available at <https://www.ufcentral.org/emergency-fund>

Financial Report

A preliminary financial report for this fiscal year shows revenues to date of \$9,988 and expenses of \$7,742. Those expenses are consistent with expenses from last year. We had predicted that our expenses would increase this year due to increased food and venue costs for our annual Tenure and Promotion Celebration and New Faculty Welcome at Gallery One in October and because we have provided WLU for the faculty in charge of the quarterly NTT-to-NTT newsletter.

Closing Remarks

Always remember the value of our work – we improve the minds and lives of our students and contribute to an educated society. Thank you for all you do.

I appreciate your support for UFC over the last year. It is truly an honor to serve as UFC President.

Please email any questions or comments to ufcentral.president@gmail.com.

Respectfully submitted, Kara Gabriel
UFC President, July 10, 2025