

United Faculty of Central Executive Board meeting minutes

May 4, 2018

L&L 206, 2:00 pm-3:00 pm

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

Absent: James Avey, Amy Hoover.

- Meeting called to order at 2:00 pm.
- Agenda approved with no changes.
- Minutes approved for March 16, 2018.

Report: President (Altman)

Update on grievances

- Level II (Provost level) grievance filed on behalf of a NTT faculty member that is accused of violating the conflict of interest policy.

PTR decisions: Provost has released PTR decisions;

- Some faculty are receiving merit. Will obtain statistics
- Some faculty with PDPs from last year are on CWR for next year.
- Some faculty did not get promoted to full
- anticipate some grievances may ensue.
- No one appears to be going to “discipline” status

policy of 10% merit raise: Some Colleges have adopted unwritten policy of 10% merit raise with promotion regardless of evidence of excellence.

- Grieved, and won, similar raise policy with “rent-a-Provost”. Union has shown that minimum cannot be the standard.
- Discussed with President
- Matt will write letter to Gaudino.

Faculty behavior issues

- Colleges are using academic personnel to investigate allegations of faculty behavior.
- Matt will write letter to Provost: behavior issues are purview of H.R., not academic personnel.
- Matt had conferred with Pres., and he agrees

Collegiality issue:

- Matt will go to ADCO to recommend procedure for dealing with intra-faculty professional conduct issues: Intra-faculty collegiality concerns should be brought to attention of Chair, then Dean.

Summer Salary for UFC President

- Motion was made and approved to increase summer salary for UFC President to \$6000

Labor Management Council

- LMC has finished designing a policy for justifying cases where there is a discrepancy between credit hours and workload units. Policy to be released/adopted soon

Vice President for Membership Report (Bartlett)

- Current UFC membership: 195. Loss of 5 members due to death, retirement, escape from CWU. No loss from any faculty that remain at CWU.

Liaison update:

- Approval of job description, inclusion of E-board members in list of Liaisons.

JETS update (Huerta)

- Will be making recommendations soon. Some “must haves” that address both policies and procedures as well as software issues.
- Will present to LMB June 1

End of year UFC meeting/BBQ

- June 1 preferred.
- Grupe preferred
- Free beer from IHB preferred
- UFC elected officials will look into options

Compression Task Force for 2018-19

- On Matt’s radar. Will think about folks to populate task force. Holly for sure

Meeting adjourned at 3:07 pm.