

United Faculty of Central Executive Board meeting minutes

February 9, 2018

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

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

Absent: None.

- Meeting called to order at 2:00 pm.
- Agenda approved with the following changes:
 - Move Vice-President Report later in the agenda.
- Minutes approved for January 12, 2018.

Report: President (Altman)

Update on grievances

- Altman provided an update on a current grievance moving from an L2 level response to L3 response, which means it will require arbitration. Avey asked who bears the cost for the process, and Altman shared that it will be shared between UFC and WEA.
- Altman shared he is working on a COTS directive about workload units allocation for interdisciplinary program coordinators.

Forthcoming emails

- Altman shared that the Provost and the UFC will occasionally send joint communications to clarify parts of the contract. He pointed to a recent message in regards to the process of applying for phased retirement (CBA 23.3). He also mentioned there will be survey coming out from the Joint Evaluation Taskforce.

Labor Management Council

- Altman provided an update about the Council, which is composed of four UFC officers and four members from the administration including the Provost. The Council identifies and tries to solve issues between formal bargaining, and can issue MOUs.
- Currently the interdisciplinary program coordinator workload units is being discussed.
- Another item being discussed is that the Graduate Assistants being assigned as the instructor of record. Certain departments including UFC members are in support of this arrangement while it technically violates CBA. The Council is trying to negotiate a compromise. A potential solution is the concept of a graduate assistant coordinator who would oversee and mentor the GAs, and get compensated for the job duties. The EBoard was generally in support of it.
- Altman also provided an update about course schedule for hybrid type courses. For example, if an actual class is scheduled M-F 9.00 – 9.50 am, and the instructor does not meet a particular class period but has outside class work such as field trips, etc. The goal is to ensure instructor clearly state what he or she will be doing in the comments section of the class schedule and get prior approval from Department Chair/Dean.

- The Council also recently spent a lot of time vetting the phased retirement application form.

Guest Speaker: Bill Lyne, President, WEA, Tuesday, February 27, 4:30-6.00 pm

- Altman updated that the meeting will be held in Grupe Center, and reminded that from 4.30 pm to 5.00 pm it will be an all members meeting to provide update from officers. He requested the EBoard members to be present.
- The guest speaker will talk from 5.00 pm to 6.00 pm about the history of organized faculty, how faculty have gotten protection, and also the state of the higher education in Washington.

Report: Financial Officer (James)

- James shared that we made \$2 in interest, treated two new members for lunch, and filed all tax paperwork.

Report: Communications and Grievances Officer (Finke)

- Finke generally shared that she is involved in a lot of important work, and is actively listening to faculty concerns.

Report: Faculty Evaluation and Workload Planning Review Committee (Huerta)

- Huerta reported that the Committee met a few times now and is in the information gathering phase. They have spoken to the Deans, Chairs (ADCO), and are in the process of seeking faculty feedback through an upcoming survey. She also mentioned they gathered information about other institutions experience with Faculty 180.

Report: Vice-President for Membership (Bartlett)

- Current membership is 199. Lost one gained one.
- Bartlett updated that he and James hosted the first lunch with two new TT faculty members, to answer any questions they have and to let them know that senior faculty and UFC support them. There are twelve new TT faculty members, and only eight agreed to go to lunch, of which four are UFC members. Bartlett shared that it is proving difficult to schedule lunches due to time conflicts. He also shared that the remaining four faculty members either did not return his email or were not interested.
- We need to figure out how to pay for bulletin boards.

New business

Advising (Huerta)

- Huerta brought forward an issue about Academic Advising. Based on a recent assessment of CWU advising, it looks like CWU does not have an overarching academic advising strategy. She discussed ways to oversee advising and solicited feedback from the EBoard. EBoard members were supportive of the idea but raised concerns about faculty not losing workloads, etc. In some cases, successful department-level advising by faculty is being cut back or otherwise threatened.

Chair Merit

- Altman shared that toward the end of the bargaining the administration introduced the idea of separating Chair merit from PTR. Altman asked EBoard feedback and wanted to know if the Board supported discussions to develop a proposal. The EBoard members all agreed to move forward with discussions and develop a plan.

Stewards

- E-Board tabled the discussion of stewards, and Altman asked the members to keep thinking about ways to tackle it.
- Next E-Board meeting will be: Friday, March 16, 1-3pm.
- Meeting adjourned at 3:00 pm.