

United Faculty of Central Executive Board meeting minutes

November 16, 2018

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

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

- Meeting called to order 2:00 pm.
- Agenda approved with no changes.
- Minutes approved for May 4, 2018.
- **President's Report (Altman)**
Update on grievances, investigations, etc.
 - Manweller case: UFC convened an ad hoc grievance committee to decide whether to pursue a grievance over his dismissal. But then Manweller himself formally asked that we not pursue a grievance (he is pursuing a lawsuit). So UFC has formally notified Central that we will not be pursuing a grievance in the case, and we stipulated that we take no stand on the merit of his lawsuit.
 - Huerta asked about the 10% raise policy issue (see May 4 minutes). Altman replied that we filed a complaint concerning this issue in Fall 2017, on behalf of two faculty who exceeded expectations in all three areas but still got only 10%. The Provost rejected the complaint, pointing out that the CBA does not mandate that increases above 10% must be given, and that it allows other factors to play a role in that decision. Also, Altman added, the Provost has not adopted a "10% for all" policy, because some faculty did get more.

HR investigation issues

- Gail Farmer is set to retire, so they are moving to hire someone to replace her. Bartlett has been invited to be involved in the hiring process, and he will participate.
- Rajendran raised a question about the status of safety investigations in ETSC (and Hoover noted similar concerns in Aviation): can those being investigated call on UFC to attend meetings? In particular, if a chair is interviewed as part of an investigation into a possible safety violation by a faculty member, can the chair ask for UFC representation? Altman said that if there was a chance that discipline could result, then yes.

Compression taskforce

- Rajendran said that they were in the phase of gathering data and information. Some information remained still to be gathered. The taskforce (6 people) has met once. He noted that he had been approached by one faculty member (Tenerelli) who wanted there to be an open meeting on the issue. The general sense of the Board is that this would not be productive at this stage.

Joint emails from Provost and UFC President

- Altman passed around drafts of two upcoming emails. One is on the timing of overload pay, which has (in CEPS and COTS) recently started to be withheld until Spring quarter even if the overload is performed earlier. The second is intended to communicate and clarify the definition of “material progress” concerning a PDP. The Board agreed that both drafts were satisfactory.

Labor-Management Council

- Summer obligations for faculty not on contract: in particular, are faculty obligated to read and respond to email? There was general agreement that faculty should do so, or (if they will be unable to do so for an extended period, e.g. because of field work) they should notify their chair.
 - Timing of phased retirement applications: some faculty have started to apply several years ahead so as to try to avoid a PTR round. There was general agreement that this was not appropriate; faculty should apply no sooner than the year before they want to go on phased.
 - Timing of chair merit: in the last bargain, administration proposed splitting the chair merit process from PTR merit process. UFC is open to this; but there was agreement that it should wait until the next contract bargain.
 - JET recommendations: Altman passed around four recommendations (submit button for dossiers; a way to get a complete picture of a dossier; indication for reviewers of which activities were counted in a prior review; and the ability for reviewers to see activities from prior review periods). There was agreement that these recommendations should be supported at LMC.
- **Vice President’s Report (Bartlett)**
Complaint
 - A recent complaint concerning over-reliance on SEOIs in PTR was moved to Level II, an appeals board. The board recommended that one of the three faculty involved be re-reviewed, and also that the Provost needs to better justify her recommendations when she disagrees with most or all of the previous levels of review. President Gaudino had 20 days to make his final decision (i.e. whether to support the appeals board’s recommendations). That period elapsed yesterday (Thu. 11/15), so the UFC officers will remind him to submit his decision.

Noticeboards

- Bartlett is working on getting UFC noticeboards put up around campus. He wants to start with 6: one in Grupe, and five in buildings with the most faculty. He thinks these are Samuelson, Black, L&L, Shaw-Smyser, and Purser. However, these estimates are uncertain, because they don’t take into account faculty who are not in Ellensburg. He asked the E-Board whether they favor placement based just on faculty numbers, or whether Science I or II should get one instead of Purser, so as to get greater COTS coverage. The E-Board’s sense was that number of faculty is the right measure. However, it was suggested that the SURC would be a better choice than Grupe.

- Meeting adjourned at 2:52 pm. (Some agenda items were not able to be discussed due to time constraints: the four UFC officers had an LMC meeting at 3pm in Barge.)