

UFWW Executive Board

President: Chuck Lambert
Vice President: Sandra Alferts
Treasurer: Kristin Mahoney
Chief Steward: Mike Mana
Director of Communications:
Karen Stout
At Large: Cynthia Camlin
At Large: Joan Hoffman
At Large: Mark Springer
At Large: Beth Stickley

Departmental Stewards

Chief Steward: Mike Mana
Accounting: D. Warner
Anthropology: B. Marshall
Art: S. Mendes
Biology: D. Leaf, C. Moyer
Chemistry: S. Smirnov
Comm Studies: S. Woods
Comm. Sciences/Disorders: open
Computer Science: M. Meehan
Dance: D. Saxton
Decision Science: M. Springer
Design: C. de Almeida
Economics: M. Roelofs
Educational Leadership: open
Elementary Ed: G. Simone,
M. Timons Flores,
Engineering Tech.: open
English: A. Lobeck
Environ. Sciences: D. Wallin
Environ. Studies: G. Myers
Fairhaven: S. Osterhaus
Finance & Mark'g: D.
Fewings
Geology: L. Schermer
History: P. Diehl
Human Services: open
Journalism: S. Woods
Liberal Studies: R. Stoops
Management: open
Mathematics: E. Amiran
MCL: B. Aranda
Music: D. Feingold
PEHR: open
Philosophy: open
Physics: K. Larson
Political Science: V. Johnson
Psychology: K. Lemm
Secondary Ed: Open
Sociology: R. Helms
Special Ed: B. Stickley
Theater Arts: D. Saxton
Wilson Library: G. Gossett

Greetings from President Chuck Lambert!

Dear Colleagues,

We had hoped to get a newsletter out to you earlier in the academic year, but we've been busy with many projects. But rest assured, just because you haven't heard from us doesn't mean we're not busy representing your interests!

Much of what I do as UFWW President is confidential and "behind the scenes." First, let me remind you that whether you are a member of the union or not, you are represented by the union. If you have questions related to wages, benefits, workload, or working conditions, feel free to contact me. If you are ever called into a meeting with an administrator and would like someone to attend with you for guidance and representation, please contact me directly (chuck.lambert@wwu.edu).

One of the tasks keeping us busy this year is meeting with job candidates for Western's many searches. We try to meet for approximately 30 minutes with each candidate to let her or him know about the union and what it means to be a unionized campus. As you may know, Western has an impressive number of searches this year (60). Considering that generally 3 candidates are brought in for each search, that's 180 meetings! Thank you to UFWW's Executive Board and to the Department Stewards for helping to cover all those meetings!

While much of our work is related to representing individuals confidentially, much of our work is for the benefit of all faculty. This year, the union has accomplished a number of things, which included a 4.25% raise this last fall and another 4.25% to come next fall (2014-2015 AY).

Several new Memorandums of Understanding (MOUs) have been signed between UFWW and the University Administration this last year. The MOUs are only generally described here, so please refer to the documents (which are available on the UFWW website under "CBA") for specific details and questions.

One of these MOU's concerned Extended Ed compensation, with compensation adjustments in summer 2013 and increases for Summer Session 2014 and 2015. In courses enrolling 6 or more students, summer compensation increases from 1/48th in 2013 of the AY salary per credit to 1/47th in 2014 and 1/45th in 2015. This translates into 2.1% and 4.4% increases for summer compensation in summer 2014 and summer 2015, respectively; these raises are on top of any increases in summer compensation due to increases in academic year salaries. In addition, for courses enrolling more than 15 students, faculty are paid an extra stipend of \$52 per SCH in 2014 and \$54 per SCH in 2015 for 16 students and above. *(continued)*

Do you know that Union Dues and Rep Fees are tax deductible? They are considered "unreimbursed employee expenses." If you have deductions that are 2% or more of your adjusted gross income, you can deduct all your union dues. If you are not deducting "unreimbursed employee expenses," than you wouldn't be able to deduct your union dues since they are less than 2% of AGI.

Have you had a positive experience with UFWW representing your interests? Do you want to share that experience with others? Please let us know!

Because so much of the work we do is confidential, we'd love to share your testimonials so others can understand the work we do. We can make your testimonial anonymous or not—it's up to you!

Send your testimonial to stout.karen@gmail.com

Please remember to call us!

If you are facing a difficult situation in your department or college that concerns benefits, wages, workload, or working conditions, contact the union through your Department Steward, through any member of the Executive Board, or contact the UFWW

President directly: Chuck.Lambert@wwu.edu or chucklambert@me.com.

We can't fix what we don't hear about!

Visit the UFWSBLOG

www.ufwsblog.org

Putting the faculty voice back in Washington higher education.

Visit the UFWW website

www.ufww.org

For more information about our union, collective bargaining agreement, benefits of membership, mailing list sign-up, and information about our state and national affiliates.

Greetings from President Chuck Lambert *(cont'd)*

For courses enrolling 5 or fewer students, compensation is based on 70% of the credit tuition for that course. For individually supervised credit-bearing activities (e.g., practicum, internships, field research), deans may choose to offer faculty the per credit rate described previously for courses with 9 or fewer students. For those with 10 or more students, the courses will be paid at a minimum rate of \$127 per SCH for undergraduate and \$158 for graduate courses. This will increase in 2014-2015 by 4.25%, matching overall compensation increases. Remember that course enrollment is generally determined by the first "PEAK" census date of the quarter. Also know that courses with more than 3 students cannot be canceled without the instructor's consent (except for study-abroad). Please also make sure you are familiar with changes to compensation for study abroad, writing intensive, online and correspondence courses, and cohort programs if you think these changes affect your summer work.

A second MOU signed recently concerned chair compensation. Here progress was made on several fronts. First, the quarterly stipend for chairs, which is determined by the number of faculty and staff supervised, was increased on average by more than 50%. Second, all chairs now receive an additional half month (5.5%) of their academic year salary while serving as chair. Finally, department chairs will now also receive a temporary .75% base salary increase each year they serve as chair; after four consecutive years of department chair service, this cumulative 3% raise becomes permanent. (Please see the MOU directly to learn more details.)

Another MOU concerned Non-Tenure Track faculty, which replaced the language in the CBA regarding NTT. Please also know that we've formed an NTT Task Force to better understand the challenges NTT face at WWU. The Task Force has 3 purposes: (1) Educational outreach to inform NTT faculty across campus of the available UFWW and CBA resources, (2) to gather information (via surveys, conversations, forums, and interviews with NTT faculty) to identify priorities of NTT faculty, and (3) to advocate for the prioritized needs of NTT faculty by making formal recommendations to the UFWW Executive Board.

In spring quarter, four sessions will be held to give NTT an opportunity to voice their opinions regarding wages, benefits, and working conditions. The hope is that general information can be gathered to develop an online survey to help better understand NTT needs and concerns. This information will be reported to the UFWW Executive Board. While specific dates and locations haven't been set yet, we expect them to be held in early April. If you are an NTT faculty member, please plan to attend one of the forums to have your voice heard!

Finally, I want to mention that the pilot of e-dossiers is underway this year with probationary tenure-track faculty in their second year of employment at Western. We've received a lot of feedback (both positive and negative) about the implementation of the software and the impact on the review process, and welcome more feedback. This pilot concerns both UFWW and the Faculty Senate, so you can share your concerns with either group. I am happy to hear your concerns directly, so please feel free to email me.

On that note, please know that you can contact any member of the Executive Board for UFWW. Last year's election meant many new faces to this group or familiar faces in new roles. To introduce you to the faculty who choose to serve you via the union, you'll find brief bios and pictures of the members of the Executive Board provided in this newsletter and a list of all current department stewards. Please feel free to contact any of us if you have a concern or need representation.

Best,

Chuck Lambert

UFWW Executive Board



Chuck Lambert, President

(Associate Professor, Special Education & Education Leadership)

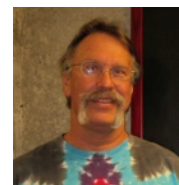
Chuck's research interests include the effects of teacher presentation styles on academic and social behavior, behavior disorders with urban youth, and applied behavior analysis. Previously, Chuck was chair of his department, vice president of UFWW and served on the 2012 bargaining team. Prior to his life as an academic, Chuck was a paraprofessional educator, teacher, administrator, then clinical director for students with aggressive and challenging behaviors.



Sandra Alferts, Vice-President

(Associate Professor of German, Modern & Classical Languages)

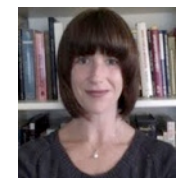
Originally, from Oldenburg, Germany, Sandra lived much of her American life on the East Coast, but moved to Bellingham in 2008. She teaches German language, literature, and culture on all levels of the curriculum. Her research focuses on Holocaust Literature, in particular on German-language poetry written in Theresienstadt (Terezin) between 1941 and 1945. She is also interested in the development and implementation of new technologies in the L2 classroom.



Mike Mana, Chief Steward

(Associate Professor and Vice Chair, Psychology)

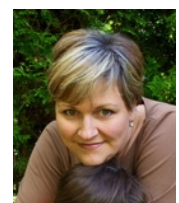
Mike is a founding member of Western's Behavioral Neuroscience program and of the UFWW. He earned his Ph.D. at the University of British Columbia in 1989. Mike loves the classroom, with his favorite course being whatever he is currently teaching. When not at Western, Mike is likely at an ice hockey rink somewhere with one or more family members, trying to learn something more than 3-chord campfire songs on his guitar, or riding bike!



Kristin Mahoney, Treasurer

(Associate Professor, English)

Kristin's teaching interests include Victorian literature, modernism, and queer studies. She has published articles in *Criticism*, *Victorian Studies*, *Victorian Periodicals Review*, *English Literature in Transition*, *Literature Compass*, and *College Teaching*.



Karen Stout, Director of Communications

(Professor, Communication Studies)

Karen is a Washington native who was lucky enough after graduate school to return to her home state to take a job at WWU. Her passion is working to make WWU the best it can be. This is manifest in her love of teaching and advising students, as well as serving the institution. She has served on the Senate in a variety of capacities, including (most recently) two terms as Faculty Senate President. She's devoted to her family and does her best to balance her work demands with personal life priorities.



Cynthia Camlin, At Large

(Associate Professor, Art)

Using drawing and painting media, Cynthia's work interprets geological and environmental change with abstract form and visual metaphor. Her work is on view in the Whatcom Museum's 2013-14 exhibition, "Vanishing Ice," and in the December 2013 Pacific Coast edition of *New American Paintings*. She is co-teaching "Art and Ecology," in coordination with "Vanishing Ice," Western Gallery exhibitions and Western Reads, in winter 2014.



Joan Hoffman, At Large

(Professor, Modern & Classical Languages)

Joan has proudly been at WWU for 19 years and with the UFWW since its inception. She teaches Spanish and specializes in 19th Century Spanish Realism and women writers. She loves traveling and taking students to Spain in the summer, but most of all she loves to be on the back of a motorcycle.



Mark Springer, At Large

(Professor, Decision Sciences)

Mark teaches courses on enterprise research planning systems, quality management, and management science. He has developed supply chain management curriculum for use by member schools of the SAP University Alliance. His current research interests include learning theory, supply chain volatility, e-service quality, and enterprise systems education. His work has been published in the *Journal of Operations Management*, the *European Journal of Operational Research*, and other outlets. He has also been involved with several recent studies analyzing alternative methods for processing commercial traffic through the U.S.-Canadian border.



Beth Stickley, At Large

(Senior Instructor, Special Education)

Beth has been in the field of education since 1983 and has worked at WWU as both adjunct and NTT faculty for the last fifteen years in the Department of Special Education in Woodring. She's originally from the Midwest, but has called Bellingham home for the last twenty-one years. Beth is excited about the opportunity to work more closely with UFWW this year!



United Faculty of Washington State Membership Enrollment Form

United Faculty of Western Washington

Social Security Number: - -

Last Name _____ First Name _____ Middle Initial _____

Home Address (Street, Route or Box) _____ Apt. # _____

City _____ State _____ Zip _____ Home Phone(____) _____

Home E-Mail _____ Work E-Mail _____ Work Phone(____) _____

Campus Bldg/Mail Stop# _____ Female Male Date of Birth _____

Ethnic Status American Indian/Alaska Native Black/African American Hispanic/Latina(o) Choose not to declare
 (optional) Caucasian/Euro-American Native Hawaiian/Pacific Islander Asian

Hire Date _____ Registered Voter Yes No

Dues Rate and Structure <small>(please check one)</small>	Department	FOR OFFICE USE ONLY																																			
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For membership record inquiries, please send an e-mail to: member.records@washingtonea.org

Payment Method for Dues

- Check (make checks payable to "UFWS: WEA/AFTWA" for single, annual payment)
- Payroll Deduction: I, the undersigned, acknowledge that I am a member of the above-named faculty union (where the entity representing my bargaining unit is a WEA/NEA, AFTWA/AFT affiliate, the Washington Education Association, the National Education Association, American Federation of Teachers Washington and American Federation of Teachers). I hereby authorize my employer to deduct from my salary and to pay to the United Faculty of Washington State membership dues in such amounts as the affiliate unions (WEA, NEA, AFTWA, AFT) may certify as dues and owing by me in accordance with their constitutions and bylaws.

I agree that this authorization and assignment shall remain in effect until a signed and dated revocation is received by UFWS c/o the WEA Membership Department at P.O. Box 9100, Federal Way WA 98063-9100. I understand that while can revoke my membership, I am obligated to fulfill my core dues obligation to UFWS and its affiliates during the fiscal year of revocation.

Ethnic Status, Gender, Birth Date and Voter Registration information is optional and failure to provide it will in no way affect your membership status, rights or benefits in NEA, WEA or any of their affiliates. This information will be kept confidential.

Subscriptions to WE (\$2.86), NEA Today (\$4.55), NEA Higher Education Publications (\$17.00), On Campus (\$3.50), American Educator (\$1.75) and AFT-WA Spotlight (\$12) are included in the cost of annual membership dues. Publications received by members are based on membership category.

Membership is open only to those who agree to subscribe to the goals and objectives of the Association and to abide by its constitution and bylaws.

Member's Signature

Date

Enroller / Faculty Representative

Please return completed form to UFWW Chief Steward Mike Mana, MS-9172.

Copies will be forwarded to the WEA Membership Department and the WWU Payroll Office. A copy will be returned for your files.

