

THE WESTERN UNION

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www.ufvw.org

UFWW and the Budget

In the face of all the bad news about the economy and potential state budget cuts, it's important that Western's faculty stay as informed as possible. President Shepard's regular updates have provided us with a very solid understanding of the situation. I would like to add a few things here from the perspective of the United Faculty of Western Washington and the United Faculty of Washington State.

Belt Tightening. There has been a lot of discussion recently about the "belt-tightening" bill that was recently signed into law by Governor Gregoire. This law is wide-ranging and covers a variety of operations across many state agencies. As Vice President Pierce pointed out in his recent memo, it will take a while to sort out all the details and how they apply to Western. But one thing is certain. Nothing in the new law abrogates any part of the Collective Bargaining Agreement between the UFWW and Western's Trustees. Such agreements are protected under the Washington State Constitution. Thus, all aspects

of our contract, things such as promotion raises and professional development funds, are not subject to the freeze. Any changes to the contract would have to be negotiated solely by the UFWW and Western's administration.

Federal Stimulus. The other thing that has received a lot of attention lately is the American Recovery and Reinvestment Act, the federal stimulus package that was passed by the U.S. Congress and signed into law by President Obama. This is also very complicated legislation, the nuances and details of which will continue to unfold for a while. But there is some clarity about the money that will come to Washington to support education. The state stabilization fund includes \$819.9 million that must be devoted to education. In order for the state to receive this money, the legislature cannot cut K-12 and higher education below 2006 funding levels. After the legislature has done its budget the governor will use the stabilization money to try to restore education funding to 2008 levels. If this is not enough to restore K-12 and higher education, the federal legislation dictates that the Governor shall allocate the funds in proportion to the relative shortfalls in each sector. Thus,

K-12 and higher ed cannot be pitted against each other to compete for funding.

There will, of course, be a lot of ups and downs, arguing about numbers and parameters, and noisy representative democracy before our 2009-2011 budget is final. But this is what we generally know about the freeze and the stimulus right now.

Western's Voices. Western has been extraordinarily well-represented in Olympia during this legislative session. The UFWW and Western's administration, along with our classified staff unions and our representatives to the Council of Faculty Representatives, have worked smoothly together and delivered a single unified message to our representatives. Our statewide union affiliates, WEA and AFT-Washington have worked tirelessly on our behalf, bringing the strength of close to 90,000 statewide members to our cause.

Bill Lyne
UFWW President

Making Sure the Faculty Voice is Heard

United Faculty members are doing their part in the fight to protect education funding in Olympia. As of March 1, more than 130 of our UFWW colleagues have used WEA's cyberlobby Web site to e-mail their legislators and Gov. Chris Gregoire. We've sent nearly 500 e-mails, not to mention phone calls and other contact with lawmakers.

It's important to make sure our voices are heard, especially during this long budget session. April 26 is *sine die*, the last day of the regular 2009 legislative session. The state Senate is expected to release its budget proposal sometime in March, followed by the House.

The next state revenue and caseload forecast is scheduled March 19.

Locally, Rep. Kelli Linville of Bellingham is a key legislative leader. Linville is chair of the House Ways and Means Committee, which writes the budget.

In addition to e-mailing your legislators, you can leave a message for them at 1-800-562-6000 between 8 am to 8 pm during the work week.

For more information on how you can participate in the UFWW efforts in Olympia, please visit our website at www.ufvw.org/outreach.html.

To read or download
the complete contract,
please visit...

www.ufww.org

- Or -

[www.acadweb.wvu.edu
/hr/laborrelations/
index.shtml](http://www.acadweb.wvu.edu/hr/laborrelations/index.shtml)

To learn how to
contact the UFWW
Contract team...

[www.ufww.org/
contract_answers.html](http://www.ufww.org/contract_answers.html)

Your Union by the
Numbers

227- UFWW Members

438- WWU letters to
Olympia Supporting
Higher-Ed*

*Learn how to get
involved...

[www.ufww.org/
outreach.html](http://www.ufww.org/outreach.html)



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Promotion to Senior Instructor UFWW Contract Team

Our Answer

Senior Instructor is a new position for non-tenure-track faculty. However, the contract does not specify that the new position comes with new responsibilities. From the union's perspective, here are the salient issues:

- Promotion to Senior Instructor is a recognition and reward for excellent contributions to the university. For most non-tenure-track faculty, that contribution is exclusively teaching and the associated duties, such as advising students enrolled in their classes. For others, such as Program Directors in Woodring, the contribution includes paid administrative duties. The reward includes a higher base salary and the opportunity for greater job predictability with multi-year contracts.

- Multi-year contracts are possible but not assured.

- Programmatic needs remain primary in the assignment of non-tenure track faculty to courses. The contract does not

guarantee that Senior Instructors will be reappointed if they are not qualified to teach the courses that a department needs to offer.

- Promotion is based on an evaluation of responsibilities that are compensated. Other unpaid activities, such as scholarship, service, or professional development, may be included in the evaluation materials because they may enhance a candidate's case for promotion. Their absence, however, cannot reflect negatively on the candidate's evaluation.

- Promotion is based solely on the merits of the candidate. The current budget situation is not a factor.

- Department plans need clear standards and a transparent process for potential candidates. As stated in 8.2.2, the decision to promote is made by the department, dean, and Provost. It is important that departments devise a process that involves at least some tenure-line department members in a predictable way. The recommendation does not rest solely with the department chair in spite of the chair's primary role in

other non-tenure track evaluations.

- If a non-tenure track faculty member has assignments in more than one department and the combined FTE is at least .5 FTE for 5 years, they are eligible to apply for Senior Instructor (though it is possible that a dean may not realize that a person is eligible when the work occurs in two different colleges). Candidates must apply to each department with materials that reflect the work provided in that department. To prevent confusion, a CV or cover letter should clarify that additional work is performed elsewhere.

- Promotion does not affect the demands on Senior Instructors. Like other non-tenure track faculty, they cannot be required to participate in activities for which they are not compensated. They are expected to continue to provide high-quality teaching (and paid administrative duties in some cases).

Relevant sections of the Collective Bargaining Agreement

Senior Instructor:

8.1.5 When programmatic need exists, senior instructors may be granted multi-year contracts not to exceed three years.

8.1.7 The University will consider qualifications such as teaching experience, diversity, merit and length of service at the university when making hiring and renewal decisions. The effective recommendation for hiring non-tenure-track faculty lies with the department, and shall be conducted according to departmental policies and procedures, subject to approval of the dean and the Provost. Current non-tenure-track faculty shall not be denied reappointment for the sole purpose of hiring another

non-tenure-track candidate at a lower salary.

8.2.2 Senior Instructor. An instructor with a minimum of five years' experience at 0.5 FTE or more at the University with demonstrated excellence in teaching and performance of responsibilities outlined in the Letter of Offer, shall be appointed Senior Instructor following performance review and approval by the department, dean, and Provost.

8.3.1 Non-tenure-track faculty shall be evaluated by the department chair in a manner established by the departmental evaluation plan and on the basis of expectations and duties defined in the Letter of Offer. The

evaluation will include student evaluations of all courses taught, except in unusual circumstances. . .

8.5.1 Senior Instructors with multi-year contracts shall be given notice of non-renewal by March 15 of the final year of the appointment. Failure to provide notice will result in a terminal one-year contract.

22.3.2 Instructors who advance to Senior Instructor shall have their base salary increased by 7%, effective September 16 following the advancement. Many other sections of Section 8 of the CBA also affect Senior Instructors as non-tenure-track faculty members.