

4. A plan to fully fund Academic Affairs with permanent base funding.

Our emphasis on listening, on tackling structural inequities, and on addressing the concerns of all of our members embodies my approach to leadership. I look to emphasize the many voices of our members and to practice collectivity in the fullest sense, “mandar obedeciendo.” I also recognize that there are times where my approach to leadership is seen as a weakness or lack of expertise, and expressing different views are often dismissed as lack of preparation and authority to speak. And this is happening in a context in which a neoliberal model of diversity, as opposed to a transformative one, has become the chosen path of leaders on university campuses across the United States. Indeed, it seems diversity is an idea, a policy, a practice universities cannot live without. And Western is certainly not the exception. But here diversity, as Sara Ahmed argues, is often a “branding exercise...a technology of happiness” to make universities feel good about themselves. It is a diversity that readily conditions agreement and prevents disagreement. After all, who does not want diversity? Diversity is thus celebrated insofar as those who embody diversity do not disagree with what the institution has to offer. And if they do, they are often seen as confrontational forces apparently unwilling to work in partnership. Yet again, they become “the problem.”

Of course, I knew about this before becoming UFWW president but in the last year this has become overwhelmingly clear to me. My disagreements are often seen as problematic because of what is perceived as my foreignness: I was not born or raised here and thus I am presumably not familiar with how race relations work in the United States. Indeed, the accent I bring to the conversation—along with the collective way I exercise leadership—is sometimes singled out as a “communication problem...I do not communicate in the right way.” Although difficult, if not debilitating, this situation cannot paralyze what I want to do. As a union president, I work on the assumption that we must set achievable goals for the present while striving for a broader horizon along with long term objectives. That is the only way I am able to remain cautiously optimistic in the current context, the only way I am able to do what I do for the union. In a context in which social transformation, broadly understood, is seen with such cynicism/skepticism (perhaps the production of a neoliberal education), I keep working with short and long term goals, on campus and off campus, in Bellingham and well beyond it. Allow me to finish by evoking Rosa Luxemburg, in whom I often find powerful inspiration to get up in the morning to do all the work for the faculty union, but also to teach and to write: Let’s work “for a world where we are socially equal, humanly different, and totally free.”



UFWW Equity and Justice Committee

Vicki Hsueh – Blanca Aranda – Josh Cerretti

This year the UFWW Executive Committee formed an Ad Hoc Committee on Equity and Justice to address structural inequities and injustices in faculty working conditions. In Fall 2020, we held three Zoom conversations with faculty across the university. These discussions revealed important structural problems and areas in need of remedy and redress, including gendered and racialized inequities in service and mentoring, persistent microaggressions, unsupportive departmental climates, lack of diversity funding in teaching and research, among other significant concerns.

This winter quarter, we would like to deepen these discussions with this survey to examine more fully and investigate structural inequities experienced by our members. In this survey, we invite you to provide your input, concerns, and perspective. We are committed to responding to these concerns and implementing a standing committee to address equity and justice. Please follow this link to complete this anonymous survey:

https://docs.google.com/forms/d/e/1FAIpQLSeYtLjzSOMCfAeRw-SVnwTVSo4A674ocFnP78jtmS2EDI4b5Q/viewform?usp=send_form

UFWW and the Local Labor Council

Theresa Warburton and Josh Cerretti

The [Northwest Washington Central Labor Council](#) is a group of over 21 AFL-CIO affiliated labor organizations that advocates for the needs and voices of working people in Whatcom, Skagit, and San Juan Counties. UFWW has participated in the NWWCLC since its early days; for the past two years, we have been delegates to the council representing our union. At our monthly meetings, we hear from candidates and elected officials seeking the support of organized labor, share the struggles and successes from our locals, and aim to make a positive impact on the people in our member organizations and the wider community.

Over the past year, NWWCLC engaged in difficult but productive conversations about the problems of white supremacy and anti-Blackness in the labor movement, leading to a public statement in support of [Black Lives Matter](#) and ongoing educational programming about race and labor. The Labor Council organized a [successful rapid response](#) against an 'open bargaining' ordinance proposed in Whatcom County Council that was authored by the anti-union Freedom Foundation. NWWCLC is a major supporter of local food banks and provided thousands of dollars of resources to these institutions during this troubled time. Finally, this year the NWWCLC also wrote and adopted a land acknowledgement that speaks to our responsibilities standing up for labor on Native land. This is all on top of lobbying and advocacy for candidates who support higher education and organized labor at the local, state, and federal levels.

The Northwest Washington Central Labor Council is a group of volunteers who come together because they care about sustainable and equitable futures for working people in the area. It's also a great instrument for connecting local organizations that advocate for working people with each other as well as broader coalitions like the Washington State Labor Council. If you ever have any questions about UFWW's role in NWWCLC, please contact Theresa or Josh.

Theresa.Warburton@gmail.com; Joshinformant@gmail.com

Related Links:

[NWWCLC website](#)

[NWWCLC Black Lives Matter statement](#)

[Open Bargaining ordinance withdrawn](#)

Are you a UFWW member?

Are you sure?

Some of our faculty think they are UFWW members because representation fees used to be deducted from their paychecks. Post-Janus, that is no longer the case. Did you fill out a membership form and send it to the UFWW Chief Steward or your Dept Steward? If not, then you're likely not a member!

You can show your support for the union and for faculty rights by joining UFWW [here](#).

NTT Unemployment Guidelines

WEA and UFWW have created helpful guidelines for NTT faculty who may be eligible for unemployment benefits during summers or other quarters when their FTE drops. Just go to UFWW.org and click [NTT Unemployment Benefits Eligibility](#) to learn more.

UFWW Member Benefits

Union membership has many benefits, but did you know it could help you save money on your (AT&T) cell phone bill? From [assistance](#) with home refinancing & mortgages, to insurance, cash back credit cards, discounts on new home appliances, car rentals, guided vacations, magazine subscriptions, or even Costco memberships, there is a variety of benefits to officially being a union member!

UFWW is an affiliate of NEA, which provides a variety of benefits to members only. You can discover even more UFWW-related benefits [here](#).

From the Chief Steward

Lysa Rivera

UFWW's Chief Steward, Lysa Rivera, will be offering contract education sessions for anyone interested in learning a bit more about our CBA. These brief sessions will be available starting in Spring quarter and are designed to provide faculty with a general overview of the scope and layout of this living, jointly agreed upon document. Knowledge is power! If you are interested in attending one of these sessions, you can email Lysa at riveraa@wwu.edu.



UFWW Non-Tenure Track Faculty Ad-hoc Committee

Kirsten Drickey

The UFWW Executive Board is seeking participants for a newly-formed ad-hoc committee focused on issues of importance to NTT faculty members. We seek representation from a diversity of academic disciplines and backgrounds. Nominations (including self-nominations) can be sent to Kirsten Drickey (drickek@wwu.edu). The size of the committee will depend on level of interest and all positions will be paid through the NTT service pool, per section 22.16 of the CBA. Faculty can expect to meet for between 8-10 hours per quarter. The term of service will run from Spring 2021 until Spring 2022.

The Non-Tenure Track Faculty Ad-hoc Committee (NTTC) of the UFWW aims to establish clearer and more defined methods of tracking and responding to issues of special importance to non-tenure track faculty members at Western Washington University. This ad-hoc committee will be charged by the UFWW executive board with identifying issues that impact NTT and subsequently recommending methods of support and advocacy to the board.

Particular tasks might include but are not limited to: facilitate connection to contingent faculty organizing on local, state, and national levels; enable more consistent communication with NTT faculty; provide targeted contract education; create recommendations outlining best practices for faculty support; and better representing the centrality of support for contingent faculty to broader issues at Western, including equity and justice.

Your UFWW

Learn about UFWW, the CBA, our affiliates, how to contact the Exec Board, sign up for mailing lists, & more at:

www.ufww.org

Having a work related problem? Regarding benefits, wages, or working conditions? Not sure if it is a "union" issue? Contact your Department Steward, any member of the Exec Board, or contact the UFWW President directly.

The Western Index

UFWW Executive Committee

4.2 billion — the amount of federal relief dollars coming to Washington. This money, along with robust tax receipts, makes it increasingly unlikely that there will be any cuts to Western's state appropriations.

8.3 million — Western's estimated tuition losses for 2020-21.

1.5 million — Western estimated net Housing and Dining losses for 2020-21.

Over 40 million — the federal aid dollars Western will ultimately receive after the passage of the Biden COVID relief package - more than enough to cover Western's 2020-21 losses four times.

4 — the number of provosts who have operated Academic Affairs with a "structural deficit."

0 — the number of times Western checks have bounced during the 20+ years of "structural deficit."

145,950,000 — amount of Western's "spendable cash and investments," per a Moody's credit report to Western's Board of Trustees.

A1 — the bond rating that Moody's continues to assign to Western, despite the "structural deficit" and the pandemic.

3.6% — increase in out-of-state applications after a year of marketing.

49% — increase in in-state FAFSA applications sent to Western after one month of marketing.

54,000 — the level of family income below which a student is eligible for the full Washington College Grant, which allows them to attend Western for free.

Tens of thousands — the number of Washington low-income students eligible for the Washington College Grant that Western could recruit with marketing and outreach.

129 — growth in staff FTE from 2016-17 to 2019-20.

51 — growth in tenure track faculty FTE from 2016-17 to 2019-20.

60,000 — the amount needed to prevent further evisceration of Western Libraries' academic journal subscriptions.

60,000 — the amount of the permanent salary increase President Randhawa will receive in August 2021.

Unmeasurable — the amount of care, energy, and unpaid labor that Western faculty and staff have put into ensuring that Western remained an outstanding academic institution for our students during the pandemic.

UFWW response to Western's budget outlook can be found [here](#).



A Word from our Collective Bargaining Team

Matt Roelofs

The UFWW Bargaining Team is hard at work preparing to bargain a full successor agreement to our current CBA that will expire on Sept. 15, 2021. Follow [this link](#) for a recent update on the bargaining process.

Best wishes for good health,

Matt Roelofs (Economics)
UFWW Bargaining Chair



UFWW

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United Faculty of Western Washington

Meet your 2020 - 2021 UFWW Executive Board



A. Ricardo López-Pedrerros, President

(Professor, History)

Ricardo's teaching interests include Latin American history, world history, and histories of democracy. His research focuses on labor and class formation in modern Latin America and the Americas. He is co-editor of *The Making of the Middle Class: Toward a Transnational History* (Duke, 2012). He is currently working on two research projects: a history of the Peace Corps in Latin America in the 1960s and a history of the elites in Colombia during the second half of the 20th century.



Vicki Hsueh, Vice President

(Professor, Political Science)

Vicki Hsueh joined the faculty of the Western Political Science Department in 2003. Dr. Hsueh teaches courses in Political Theory, Renaissance and Modern Political Thought, American Political Thought, Contemporary Political Theory, and Feminist Political Theory and her research interests include the history and historiography of political thought, the politics of representation, protest movements, and de-colonial politics. She has been active in the UFWW as a steward and is currently a member of the bargaining team, and a member of the Executive Board.



Mark Springer, Treasurer

(Professor, Decision Sciences)

Mark teaches courses on management science and quality management. His current research interests include two-tiered service systems, learning theory, and e-service quality. His research has appeared in the *Journal of Operations Management*, the *European Journal of Operational Research*, the *International Journal of Production Research*, and other outlets.



Nabil Kamel, Director of Communications

(Associate Professor, Environmental Studies)

Nabil received his Ph.D. from UCLA and teaches urban geography and urban planning with a focus on social justice and uneven urban development. His latest research explores the relationship between urban informality, practices of everyday life, and contemporary urban social movements. He serves on the editorial board of the *Journal of Architectural and Planning Research*. He is a member of local, national, and international organizations that promote equity, justice, and diversity in higher education. Nabil is a member of the Pickford Film Center board of directors.



Lysa Rivera, Chief Steward
(Associate Professor, English)

She teaches undergraduate and graduate courses in Chicano/a and African American literature and culture. Her current research interests center on the science fiction of multicultural America, specifically as it emerges within Chicano/a and African American contexts. Her work has appeared in *MELUS: Journal for the Study of Multiethnic Literature*, *Aztlán: Journal of Chicano Studies*, and *Science Fiction Studies*. She is the recipient of the 2013 Pioneer Award, which recognizes outstanding critical scholarship in the field of science fiction studies. For years she served on the editorial board for *Femspec*, an interdisciplinary and peer-reviewed journal devoted to the study of speculative fiction within feminist contexts. She honors the opportunity to serve UFWW as its chief steward and is dedicated to fostering an inclusive and progressive workspace for the faculty who call Western home.



Blanca Aranda, At-Large Representative
(Associate Professor, Modern and Classical Languages)

Blanca teaches language, and Latin American literature and culture courses in the Department of Modern and Classical Languages at Western Washington University. Blanca's research and teaching interests are guided by her will to strengthen the connections between the written word and oral traditions linked to different textualities and textual practices. Since her scholarship aims to reframe the concept of intertextuality within a Latin American context, she often incorporates alternative materials into her teaching and encourages students to understand these textualities as elements of a complex matrix of historical, social, and economic relations in which they themselves are immersed. Her research has appeared in *Hispania*, *The Rocky Mountain Review*, *Kipus*, and *The Latin Americanist*.



Josh Cerretti, At-Large Representative
(Associate Professor, History)

Josh Cerretti came to Western as an NTT instructor in 2014 and is currently an Associate Professor in the History Department and Women, Gender, and Sexuality Studies Program. He teaches courses on sexuality, race, and gender in modern US history as well as Feminist and Queer Theory and Peace and Conflict Studies. His monograph *Abuses of the Erotic: Militarizing Sexuality in the Post-Cold War United States* was published by University of Nebraska Press in 2019 and his work has also appeared in *Radical History Review*, *Gender and History*, and *Peace and Conflict Monitor*. He serves at UFWW's delegate to the Northwest Washington Central Labor Council as well as on the bargaining team.



Kirsten Drickey, At-Large Representative
(Senior Instructor, Modern and Classical Languages)

Whether in the classroom or as part of her research, Kirsten Drickey's primary interests center on how people connect across differences of language and culture. She has taught Spanish in the Department of Modern and Classical Languages since 2009. Kirsten also teaches the occasional Honors course, and she has been the Curriculum Coordinator in Spanish for Western's Employee Language Program since its inception. Her most recent research project involves a cross-disciplinary team of faculty and students that is working to develop engaging, accessible materials to help students better understand and produce the sounds of Spanish.



Theresa Warburton, At-Large Representative
(Associate Professor, English)

Theresa Warburton is an Associate Professor in the Department of English and Affiliate Faculty in the Canadian-American and Women's, Gender, and Sexuality Studies programs. She came to Western from the University at Buffalo, where she was a proud member of the Graduate Student Employees Union (CWA Local 1104). At Western, she primarily teaches courses in Native and Indigenous studies with a special focus on literature, art, and activism. Along with Cowlitz writer Elissa Washuta, she is the co-editor of *Shapes of Native Nonfiction: Collected Essays by Contemporary Authors*. Her book *Other Worlds Here: Honoring Native Women's Writing in Contemporary Anarchist Movements* is forthcoming in Spring 2021. She serves on the editorial collective of *Perspectives on Anarchist Theory*, as one of the UFWW's delegates to the Northwest Labor Council, and as Associate Chair of English.

Department Stewards

Chief Steward: Lysa Rivera

| | |
|-----------------------------------|---|
| Accounting: S. Smith | Global Humanities & Religion: E. Bushelle |
| Anthropology: J. Pine | History: P. Pihos |
| Biology: E. Binney | Libraries: E. Joffrion |
| Chemistry: J. Gilbertson | Linguistics: A. Lobeck |
| Communication Studies: J. Wang | Mathematics: E. Amiran |
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[Click here to join UFWW!](#)

For more information visit www.ufww.org