

FACULTY BARGAINING STALLED OVER COMPENSATION

Administration's Position: *The administration's last offer spreads the state-funded 5.2% (over two years) COLA over four different compensation areas: performance awards, compression, a small increase in chair stipends, and a reduced COLA for the entire faculty. The administration refuses to improve faculty compensation beyond what the Legislature funded, despite the clear need.*

What this means to YOU: *Most faculty would receive increases far less than the state-funded 5.2%. Yet even the full 5.2% would fail to keep up with inflation.*

The Excuse: *The CWU administration claims insufficient funds as the reason for allocating so little to faculty.*

What they really mean: *The real reason is NOT insufficient resources, but rather that we faculty are a very low funding priority to the administration.*

Your Union's Position: *They can **do better** than that. United Faculty of Central is standing firm, fighting for just compensation for fair faculty workloads.*

A Few Facts: (details on back of this sheet)

- **67% Increase** in senior administrative exempt positions Between 2000—2007
- **18 Administrators** earn over \$100,000; large administrative raises
- **27% Increase** in student FTE between 2000—2007
- **Net Loss** of 6 Tenured/Tenure-Track faculty positions between 2000 and 2007
- **Significant Decline in Faculty Salaries** relative to our peer institutions
- **Faculty workloads have increased** between 2000—2007
 - Average class sizes have increased 17%
 - Average advising loads increased 30%
 - Major increases in administrative paperwork
 - Major increases in expected scholarship & external grants

What We Want: *Central faculty want tangible progress toward parity with our peer institutions, a funded mechanism for dealing with salary compression, and meaningful compensation for merit and chairs' stipends.*

What Can YOU DO? *Stand firm with your Faculty Union. Talk with your United Faculty of Central Steward to find out how you can take action. Attend the Oct. 25 All Faculty meeting (details forthcoming). Tell the Administration to make faculty a priority! Voice your support!*

UNITED FACULTY OF CENTRAL: *Our working environment is our students' learning environment!*
www.ufws.org/central/

Details page: read previous page first.

Student Changes Between 2000/2001 – 2006/2007

- Student numbers and FTE up 27%
- Base funding (from students) increased 31% (State funded FTE + associated tuition)
 - This excludes tuition generated from over-enrollment or the fall '07 tuition and base (state funded) student number increases.

67% Growth in Senior Administrative Exempt between 2000/2001 – 2006/2007

(Deans, VPs, Provost, Exec. Asst to the Pres., and President):

- Executive Assistant to the President position created.
- One less Vice President and one more Associate Vice President (it appears that a VP position was demoted)*.
- Eight new Assistant Vice Presidents (the latest on 19 July, 07).
- Three new Associate Deans (and all Associate Deans moved from Faculty to Exempt).
- Salary increases for those positions in place in both 00/01 and 06/07: President, Provost, 3 VPs, 1 assoc. VP, and 5 Deans:
 - 4 received over \$50,000 raises.
 - Average Raise: \$37,317 (or 38.1%).
- 2000/2001: 4 employees earned over \$100,000 (none of them faculty).
- 2006/2007: 19 Employees earned over \$100,000 (one faculty member, the lowest paid of the 19).

Overall Staffing changes

- Approximately a 20% increase in fulltime, non-faculty personnel at CWU*.

Changes in Faculty Between 2000/2001 – 2005/2006

- A net *LOSS* of six Tenured/Tenure Track (T/TT) positions despite faculty efforts in generating 5-10** new TT lines via High Demand grants.
- Decrease of 11 full professor positions.
- Increase of 28 associate professor positions.
- Decrease of 23 assistant professor positions.
- Relative to our peer institutions (data is similar compared to the Governor's global challenge states):
 - Full professor salaries increased 2.5% to 91% of the mean salary.
 - Associate professor salaries dropped 12.5% to 90.4% of the mean salary.
 - Assistant professor salaries dropped 10.3% to 90.2% of the mean salary.
 - Despite the long-stated administrative goal of improving faculty salaries.
- Rampant compression both within and between ranks.
- Estimated 15+ unfilled TT faculty positions (positions either unfunded or the searches failed).

Meanwhile, faculty workloads increased between 2000/2001 and 2006/2007:

- Percentage of student FTE taught by T/TT faculty dropped by 11.2% to 50.6%.
- Percentage of student FTE taught by NTT faculty increased by 8.7% to 41.5%.
 - The remaining 7.9% were taught by staff, students, or unknown.
- Average class size (and therefore teaching workload) increased by 4.1 students or 17%
- Average advising load (assuming only T/TT faculty advise students) increased by 7 students per faculty member or 30%.
- Major increases in required administrative paperwork.
- Major increases in expected scholarship (and obtaining external funding).
- Banked hours earned, but not taken, prior to the implementation of the CBA denied by the administration.

*UFC was not allowed access to administrative personnel that could directly answer questions about the data dump provided.

**Apparently, "...the institution does not track these funds in a manner that would allow us to provide you with a specific answer, to your query."