

# United Faculty of Western Washington

Bargaining Status Briefing

January 31, 2008

# The Issues

- Good progress on most items, but substantial differences on
  - Faculty Senate
  - Non-tenure-track Faculty
  - Grievance and Disciplinary Action
  - Workload
  - Salary and Compensation

# ***Faculty Senate***

## **UFWW position**

- Language to:
  - Convey agreement that the Senate is an important component of shared governance
  - Clearly define roles of the Union and the Senate

## **Admin. position**

- Refusal to include any language about Faculty Senate

# ***Non-tenure-track (NTT) Faculty***

- 345 NTT faculty members
- 58% of NTT faculty have 5 years of service or more

# ***Non-tenure-track (NTT) Faculty***

## **UFWW position**

- Reappointment priorities based on:
  - Merit / performance
  - Diversity
  - Length of service

## **Admin. position**

- No reappointment priorities

# ***Grievances and arbitration***

## **UFWW position**

- *Just Cause* procedures for all disciplinary action (including progressive discipline)
- *Binding arbitration*

## **Admin. position**

- No Just Cause, No arbitration
- Immediate termination for:
  1. Serious and persistent neglect of duties
  2. Sexual discrimination or harassment
  3. Workplace violence
  4. Violation of professional conduct
  5. Any violation of Code of Ethics
  6. Scholarly misconduct
  7. Conviction of a felony involving moral turpitude
  8. Interference with scholarly activities
  9. Violation of drug free work place policy
  10. Misrepresentation in application for tenure, etc.
  11. Unexcused absence for 5 days
  12. Behavior which endangers others, on or off campus
  13. Possession, sale, distribution or use of drugs
  14. Unapproved use of alcohol on campus
  15. Engaging in a strike
  16. **Any other conduct or omission of a serious nature**

# ***Workload***

## **UFWW position**

- Current teaching loads do not increase over the contract period
- Teaching assignments made based on departmental standards and procedures

## **Admin. position**

- No cap on teaching loads (“Trust us”)

# Public Proclamations of Salary Goals

## ***WWU Board of Trustees, 8/2/2002***

Unanimously passed a motion directing the university administration to pursue an annual 7.5 percent salary increase in order to achieve the goal of parity at the 75th percentile for faculty salaries in 2004-05.

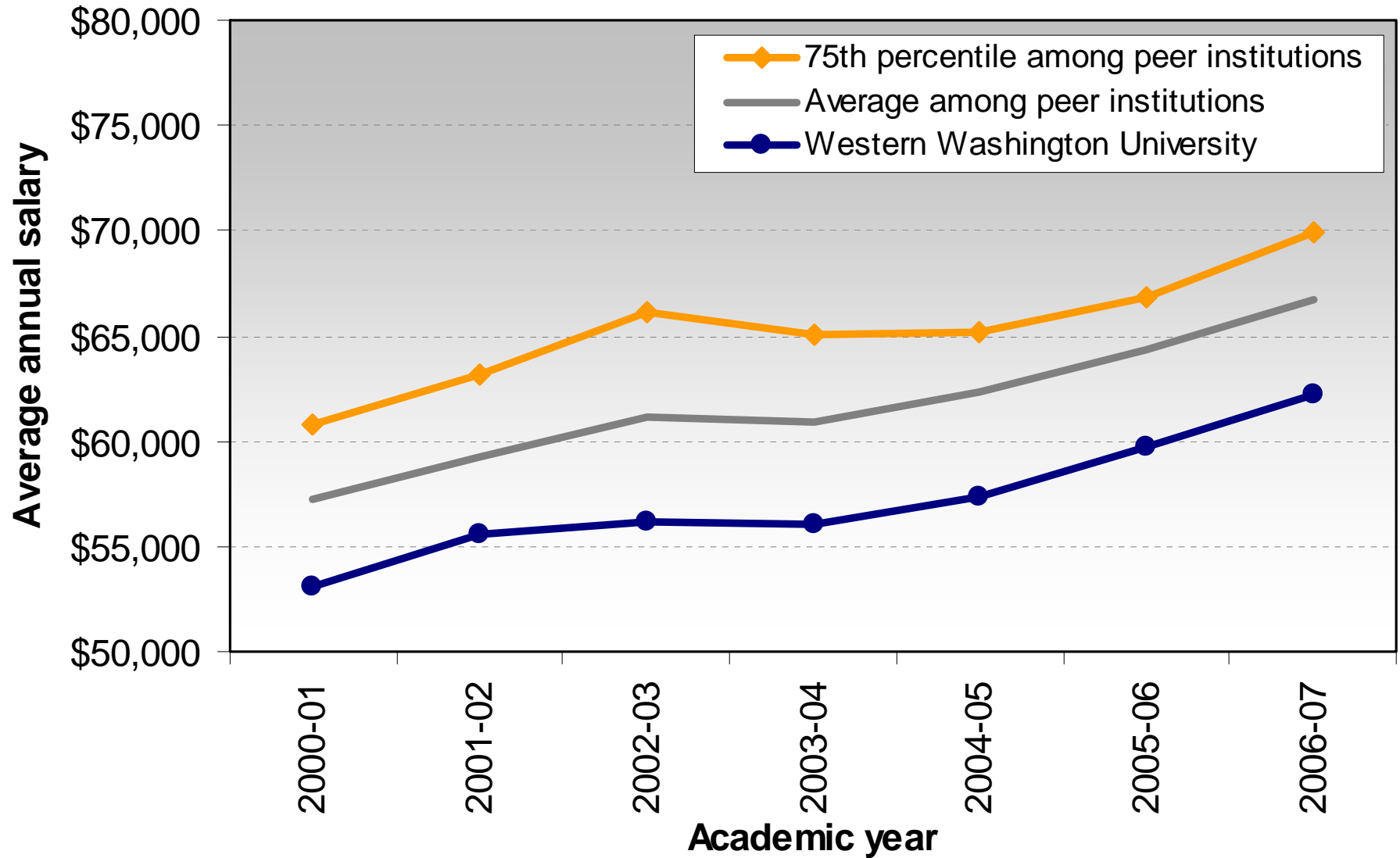
## ***WWU Strategic Plan approved by B. of Trustees 6/9/2006***

“The University needs to maintain ongoing emphasis on achieving competitive salaries and broad-based benefits for faculty and staff.”

## ***WWU Accreditation Self-study Report, 9/18/2007***

“Western establishes a six-year salary plan to increase faculty salaries to within the 75th percentile of peer institutions. When state appropriations make this goal untenable, Western allocates other resources to help further this commitment.”

## Trends in Tenure-track Salaries WWU versus peer institutions

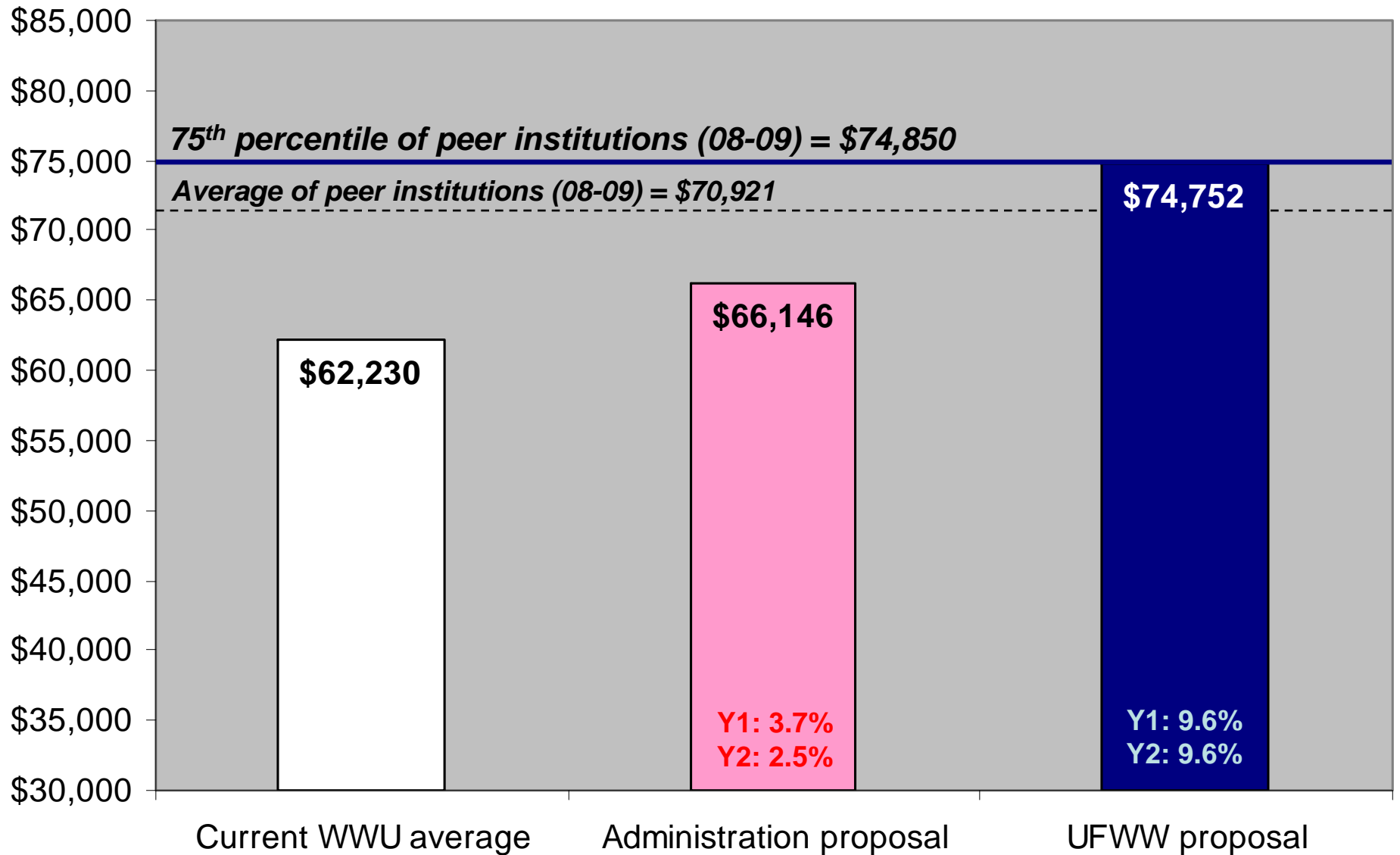


# ***Salary and Compensation***

	<b>UFWW position</b>	<b>Admin position</b>
Base salary increase	9.6% in year 1, 9.6% in year 2 - Retroactive to 9/07 - Applies to all faculty	3.7% in year 1, 2.5% in year 2 - Not retroactive - Less for NTT - One time \$1500
Increases at promotion	15%	9%
Compression funds	\$250,000 per year	None
Special Merit funds	\$4,000 increases for 9% of faculty	None

# Progress toward the university goal?

## Comparison of average salaries for tenured and tenure-track faculty



Peer salaries assume 3% annual growth.

*Can the university afford the  
UFWW compensation proposal?*

**Administration's Discretionary Budget**

**(line 31 of university operating budget) : \$9,729,928**

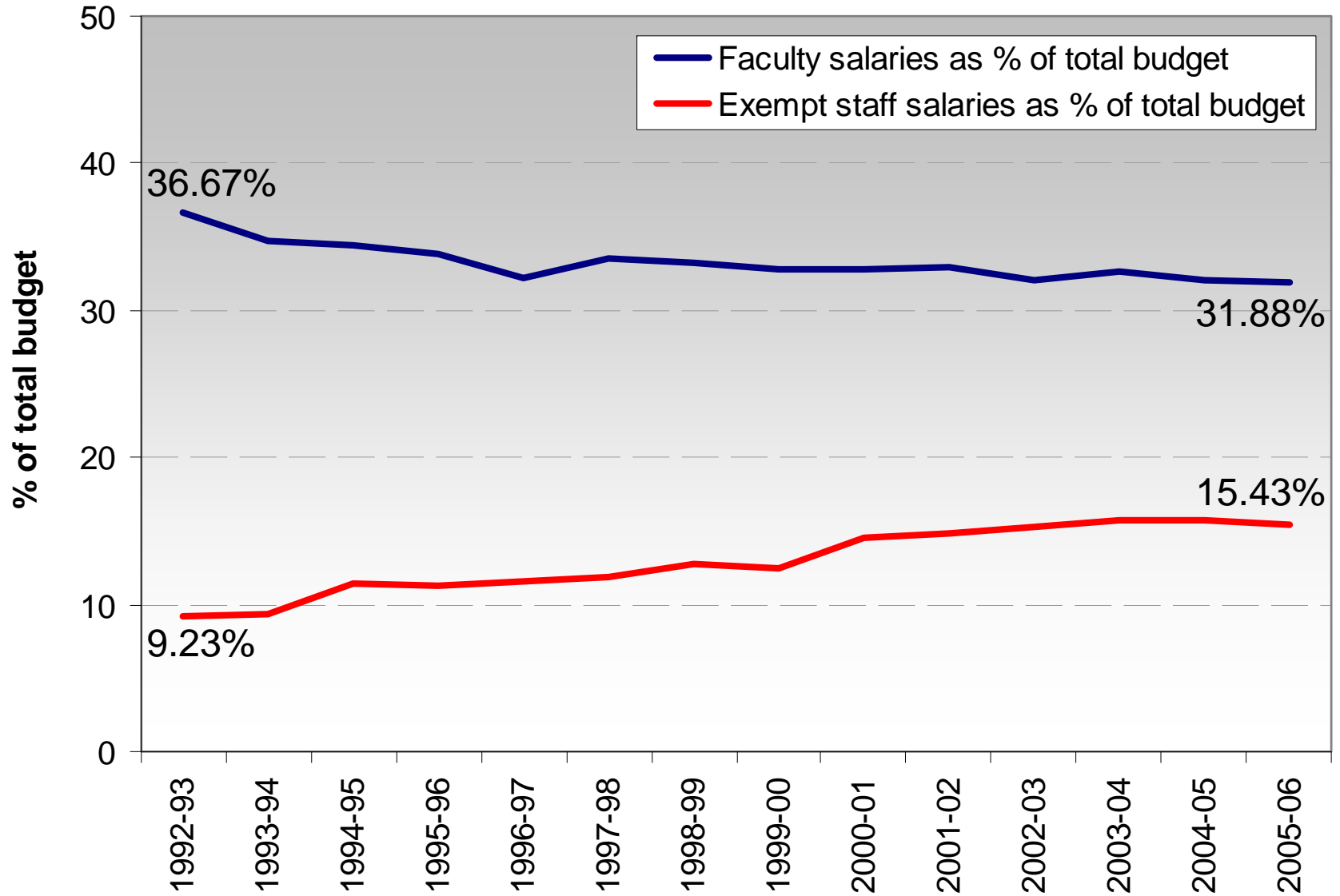
# *Can the university afford the UFWW compensation proposal?*

## **Local costs for UFWW proposal\***

Base salary increases (9.6% years 1 and 2)	7,723,335
Compression adjustments	750,000
Special merit increases	255,600
Other increases (promotion, etc.)	450,000
Increased benefit costs	1,276,630

\* These numbers have been revised since the January 31 meeting to account for rollover costs from year 1 to year 2

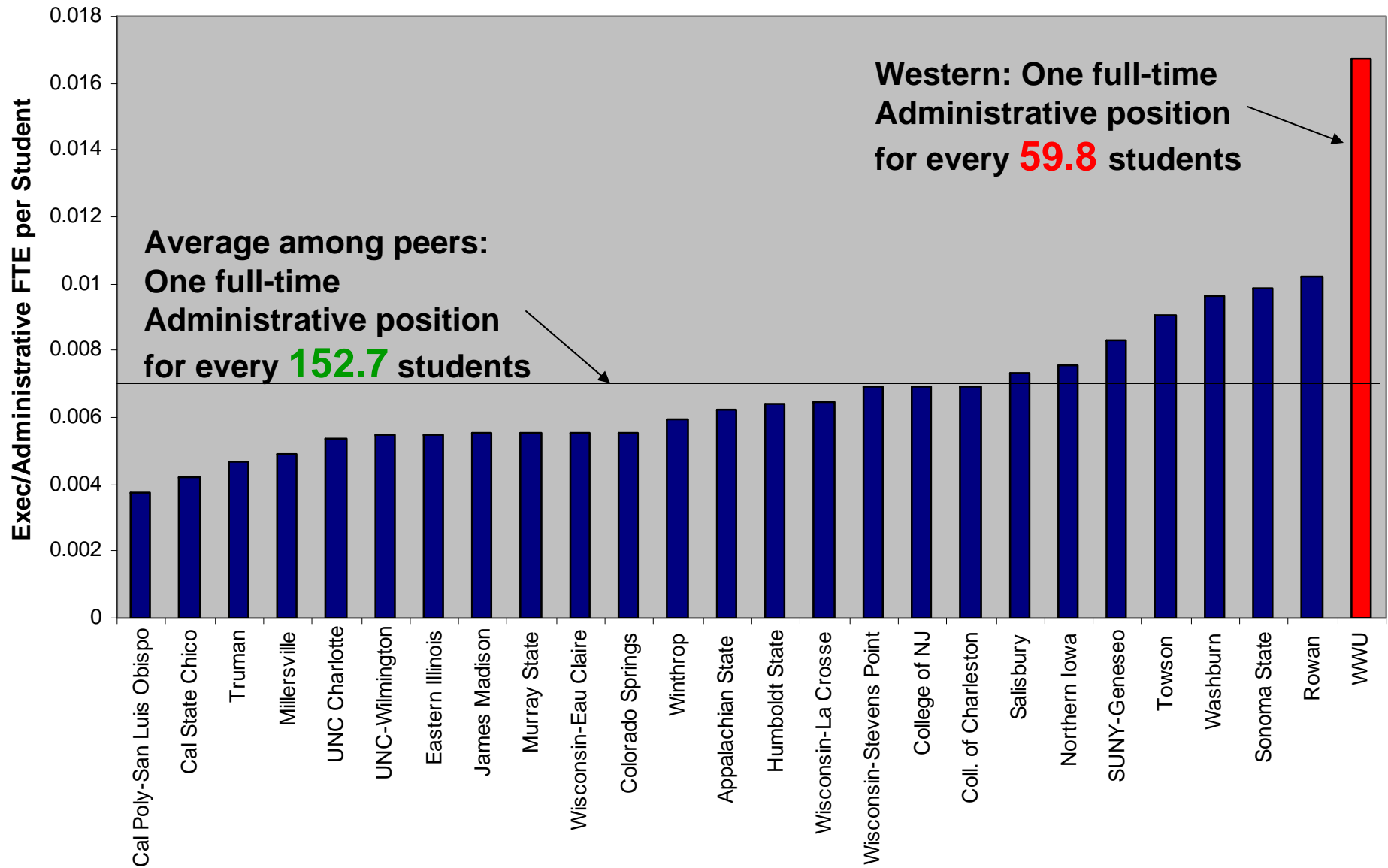
# Faculty and Exempt Staff Salaries as Share of the Total University Budget



# Administrative Burden: Executive/Administrative Positions per Student

Western Washington University versus university-designated peers

Data: National Center for Education Statistics



# *Summary of UFWW positions*

## **Faculty Senate**

- *Protect status of senate in the contract*

## **Non-tenure-track Faculty**

- *Reappointment priority for qualified, long-serving faculty*

## **Grievance and Disciplinary Action**

- *Just cause, progressive discipline, binding arbitration*

## **Workload**

- *Protect against increases in teaching loads*

## **Salary and Compensation**

- *Raises to reach modest university goal of 75<sup>th</sup> percentile among peers*
- *Funds to reward merit and address compression*