

Dear UFE members,

It has been an honor and pleasure to serve as UFE president for four two-year terms. My favorite part of being UFE president is aiding faculty who have received negative evaluations for tenure, promotion, or retention by offering edits to their rebuttals. This has been a right of tenure-track and tenured faculty for many years. During my presidency, I successfully asserted this right for special faculty (lecturers and senior lecturers) even though it was not stipulated in the CBA. (To be honest, I simply assumed this was a right enjoyed by special faculty when I first began to do this. When I realized two years ago that this was not contractual right for special faculty, I simply continued to assert that right, resolving to codify it in the new CBA.) With the crucial assistance of the other members of the Bargaining Team, I was able to codify this right in the draft CBA for 2022-2025. In this capacity I have directly aided in the tenure, promotion or retention of a half dozen faculty over the last eight years. (Sadly, I also aided numerous faculty whose rebuttals did not sway the Provost and who were terminated, not-renewed, or denied a promotion.) The right to rebut negative evaluations made by the DPC, chair, CPC, and/or dean is perhaps the most dramatic example of the numerous amazing due process protections in our Collective Bargaining Agreement (CBA).

I also take great pride in playing a part as a member of the UFE Bargaining Team (as a member and as Vice-President for Bargaining for the last two months) that accepted then Provost Rex Fuller's CUPA-COLA compensation proposal in 2013 which raised EWU's average faculty salary (across all ranks and disciplines) from the 18th percentile to the 50th percentile in just three years.

During the eight years I have been UFE president, the UFE has worked with three EWU presidents and six provosts. The Faculty Organization (FO) has been a strong and vibrant part of shared governance and faculty leadership, but its vice presidents and presidents serve just one one-year term so that an even more rapid turnover is part of its very structure. This rapid turnover among Management's and the FO's most senior leadership positions stands in contrast with the continuity of UFE's leadership. It also aggravates the serious challenges that EWU has faced over the last decade or so. I believe that UFE's continuity in leadership in the presidency and in the other positions on the Executive Board have been a boon to the UFE, EWU faculty in general, and EWU itself.

For these reasons, I ask for your vote for myself and the incumbent members of the Executive Board in the election.