MARKET POSITION RECOVERY/ HIGHER EDUCATION WORKFORCE

CWU requests that the state protect CWU's workforce market position from further erosion by providing the following:
1) An across-the-board increase in compensation that reflects increases in the cost of living since 2007;
2) Full funding for CWU contracts negotiated with the Washington Federation of State Employees, the Public School Employees of Washington, and United Faculty of CWU;
3) No further reductions in health and pension benefits for university employees;
4) Recruitment and retention funds in the amount of $500,000.

Central Washington University employees have experienced no increase in wages since 2007, when the state provided a 1.6 percent cost-of-living adjustment. At the same time the state has recognized the steady rise in the cost of living with a 13-percent increase in the minimum wage, from $7.93 in 2007 to $9.04 in 2012. The state’s 2010 Total Compensation Survey shows that more than 80 percent of state workers still earn below market rate and nearly a third fall more than 25 percent behind comparable counterparts. CWU employees now pay 61 percent more for health benefits than they did in 2007. Last year, the state reduced funding for the CWU higher education retirement plan by $1.05 million per year and $250,000 per year in supplemental retirement funding.

The erosion in benefits and flat-lining of wages has reduced higher education employees' purchasing power just when the state is asking more of employees than ever. CWU now educates 1,000 more students than the state funds—and is meeting their instructional, facility, social, and health needs with 100 fewer people. A loss of $66 million over three years forced the university to lay off employees and allow vacant positions to go unfilled. Faculty teaching workloads, always significantly higher than those of a research institution, have reached the maximum allowed under collective bargaining.

With no more hours to allocate or faculty to hire, enrollment is capped in several high-demand programs, including the Department of Physics and the Department of Nutrition, Exercise, and Health Sciences.

The erosion of CWU's market position is particularly evident when other institutions "poach" CWU faculty and staff, and when CWU recruits and hires replacements for vacant positions. CWU is competing nationally for faculty and staff for individuals who are highly prized by other universities as well as private businesses. During the 2011-12 academic year, CWU recruited individuals for several faculty and staff leadership positions. In order to hire talented individuals for some of these positions, the university had to offer 20 percent more than what the position had previously paid.

For more information contact Linda Schactler, CWU Director of Public Affairs, at 509-963-1384 or Schactler@cwu.edu.
AEROSPACE INDUSTRY SUPPORT

CWU requests $550,000 in one-time funding and $2.890 million in on-going funding to expand access to degree programs in central Washington and in the Puget Sound region that address employer and student demand in three areas within the aerospace industry.

1.) Engineering-Physics Dual Degree (WSU/UW Engineering, CWU Physics)

- **Equipment:** One-time funding of $550,000 and $40,000 in ongoing funding to maintain and fully equip 12 introductory lab stations and update upper-level physics labs.
- **Faculty:** On-going funding of $400,000 for 2 FTE physics faculty, needed to lift the enrollment cap on this high-demand department.

CWU partners with Washington State University and the University of Washington to offer a dual-degree program in which a student first earns a bachelor of science in physics from CWU and a bachelor of science in engineering from the UW or WSU. Students earn two degrees in five years: three years at CWU (dating from enrollment in Calculus 1) and two years at either UW or WSU. No other institution in the central region of the state provides engineering education.

Physics enrollment at CWU is now capped, due to remarkable program growth during a time of dwindling state support. Since 2007, physics majors have quadrupled from 17 to more than 70; over the same period state support for CWU has dropped by nearly 50 percent. The department has only about half the equipment necessary to teach the introductory courses.

2.) Engineering Technology

- **$900,000 - B.S. and B.A.S Mechanical Engineering Technology/Composites specialization** (Des Moines, Lynnwood, and Ellensburg campuses)
- **$750,000 - B.S. Industrial Technology/Distribution** (Des Moines and Lynnwood campuses)

**Composites engineering:** CWU proposes to create a specialization in composites engineering within the MET program at CWU-Lynnwood, co-located with Edmonds Community College. Community and college leaders have requested a baccalaureate degree program at CWU-Lynnwood, which would provide an affordable and accessible degree-completion option for area students.

**Industrial Technology/Distribution:** CWU proposes to expand access to the Bachelor of Science in Industrial Technology/Distribution, which prepares graduates for entry-level management positions in industry, technical distribution, and facilities management. The growth in aerospace suppliers, manufacturing and production has created huge employment demand in this field.

3.) Supply Chain Management

- **$800,000 - B.S. Supply Chain Management with an academic “bridge” for veterans** (Des Moines and Lynnwood campuses)

CWU is one of a handful of schools Boeing depends upon for supply chain professionals. More than 180 students are currently pursuing a specialization or certificate in supply chain management at CWU campuses in Ellensburg, Lynnwood, and Des Moines. Within this program, CWU proposes to provide a career bridge for military veterans with backgrounds in logistics. Military personnel work globally with 170,000 contractors to supply 91,000 U.S. personnel with the food, ammunition, fuel, spare parts, armored vehicles and whatever else they need. The remarkable expertise this experience generates is an excellent foundation for a degree and private-sector career in supply chain management.