

GRUF TIMES

A UNITED FACULTY NEWSLETTER

Spring 2026 / Issue 3

GRUF GATOR THANKS YOU FOR YOUR SUPPORT!

Thank you again to everyone who signed the Vote of No Confidence letter for former President Suzanne Johnson. Your efforts were essential in facilitating a change in leadership – or, as UF Board volunteers put it, helping to ensure make them fold before we did! We hope you have received the small token of our appreciation in your campus mailboxes – and if you didn't get one but signed the letter, please reach out to the UF Board, and we'll be sure to get you a gift packet. We are incredibly grateful for your support.



CHECK OUT OUR NEW UF WEBSITE!

We are proud to announce the launch of our new UF website: <https://grufc.wa.aft.org/>! Here you'll find more information about our union, upcoming actions and events, and a variety of resources. Many thanks to UF Board member Stephanie Hoffman for getting this up and running!

NOT ON UNITED-AT-THE-RIVER MAILING LIST?

Email the UF Board (ufb@greenriver.edu) with your personal email address and we'll get you signed up!

NEED HELP?

Email us at our new UF Help Desk address: UFHelp@greenriver.edu. Reach out with any questions and concerns and a union rep will get back to you shortly with answers!

YES, WE ARE IN A BUDGET CRISIS. BUT WHERE IS MONEY BEING SPENT?

We are continually being told there isn't any money to fund increments or pay faculty for the additional workload required to meet state and federal accessibility standards, yet there seems to be money to spend at the executive level. Take, for instance, executive salaries when compared to our peer institutions. In two of the top-paid positions at the College, administrators *with only 1 year of experience in the position* are receiving salaries comparable to or exceeding those with decades of experience at peer institutions, as illustrated below. Even factoring in location/cost of living differences, these salaries are high. If these two administrative positions were paid the average salary of our peer institutions upon hire, GRC would have an additional \$44,458 annually. While this is a small amount in terms of our

UPCOMING EVENTS

[UF Office Hours \(see Outlook for invite\)](#)

Tuesday, June 9, 3-4pm

[Board of Trustees Meeting: Thursday, June 18](#)

UF Cheese and Crackers in SC 228, 3:30-4:30pm

BoT Meeting, ZC Board Room, 4:30pm (please attend the first 10-15 minutes of public comment!)



overall budget expenditures, it would cover a third of the annual cost of *all faculty increments*. And that's just from 2 *executive positions!* The UF Board is also currently inquiring into outside training and support provided to administrators and the hiring of outside contractors. We will be presenting our findings in an upcoming newsletter, but as of now we've uncovered tens of thousands of dollars that have gone towards outside contractors and professional development for a handful of administrators – some of whose contracts have been recently and suddenly terminated. Clearly money is being spent, but is this really the best use of limited college funds?

Position	Average Salary in Washington State CTCs in 2025	Median Salary in Washington State CTCs in 2025	GRC Salary and Years of Service	Comparison with Peer Institutions
Chief Institutional Research Officer	\$125,246	\$120,556	\$163,000 <i>1 year of service in position</i>	<p>\$158,620 <i>28 years of service in position, Lower Columbia</i></p> <p>\$139,050 <i>2 years of service in position, North Seattle</i></p> <p>\$139,050 <i>9 years of service in position, South Seattle</i></p>
Chief Student Affairs / Student Life Officer	\$156,296	\$161,956	\$163,000 <i>1 year of service in position</i>	<p>\$168,821 <i>15 years of service in position (Cascadia)</i></p> <p>\$163,000 <i>11 years of service in position (North Seattle)</i></p> <p>\$132,000 <i>1 year of service in position (Bellevue)</i></p>

Source: Washington State Board of Community and Technical Colleges (2025). *Administrative & Mid-Level Professional Salary Survey*. Memorandum to College Presidents and Human Resource Directors. March 2025.

In response to a question at an all-faculty meeting in the fall regarding whether any cuts would be made at the administrative level, our Interim Vice-President of Academic Affairs assured faculty that such cuts were being discussed by the Exec Team. We have yet to see what those cuts are or when they will take effect. UF President Dave Norberg requested this information at a recent Board of Trustees meeting, but still no answer. We have also been told that the institutional reorganization in Instruction would save the college considerable sums of money, a central justification for the plan despite strong faculty opposition. However, precise figures have yet to be shared regarding exactly how much this reorganization will save, if anything.

Faculty and staff are being asked to do more work with fewer resources, and we have yet to see cuts from the top. Budgetary crises aside, the college is still spending money. To claim there is no money to fund faculty increments and accessibility work is a direct statement about what the college does—and does not—value. If there are cuts being made at the top or if significant savings are achieved through institutional reorganization and restructuring, these have yet to be shared with the college at large. We ask again: GRC leaders, what cuts have been made at the executive level? What specific savings are being achieved through institutional restructuring? And what proposed spending is the college planning? Numbers, please.