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# Advocate

at Western Michigan University

March, 2007

## Executive Committee

### President

Paul Wilson

### Vice President

Jo Wiley

### Contract Administrator

Michael G. Miller

### Grievance Officer

Jon Neill

### Information Officer

Alan Rea

### National CBC Chair and

### Education Rep

Ariel Anderson

## Executive Committee

### Members

#### Academic Support Units

Galen Rike

#### A&S - Humanities

Marilyn Kritzman

#### A&S- Science & Mathematics

John Jellies

#### A&S - Social Sciences

Allen Zagarell

#### International Programs and

#### Services

Joel Boyd, Jr.

#### Aviation

Dominic Nicolai

#### Business

Leo Stevenson

#### Engineering & Applied

#### Sciences

S. Hossein Mousavinezhad

#### Fine Arts

Cheryl Bruey

#### Health & Human Services

Donna Weinreich

## Ramping Up for Negotiations

Paul T. Wilson, President

The next round of negotiations is actually just 15 months away and your Executive Committee and Officers are already thinking about how to prepare well in advance. We will be recruiting applicants for the Negotiating Team during the Fall 2007 semester so that the team members can get to know each other and begin working together. But there are two other aspects of our preparations that are especially important: 1) Elaborating and clarifying our perspectives on workload; and 2) Developing a more data-driven approach to our bargaining positions and case we want to make.

### Workload

The Executive Committee has begun discussions about a project that will help all of us to take advantage of the gains we made in the 2005 Agreement related to **Article 42** Work of the Unit. **Article 42**, in brief, makes the distinction between work assignments (the specific tasks we are assigned or expected to perform) and workload (the 24/30 credit hours, or equivalent that the *Agreement* requires of us.) Every department's faculty have the right, in consultation with their chair, to develop a scheme for measuring work assignments in terms of credit-hour equivalents. Some departments have already done this; others are in the process of doing it.

What we would like to accomplish through the Workload Project is to help all faculty to better understand the work of the rest of the faculty. We believe that this is necessary in order that we may better advocate for each other's workload rights. We'll send out more specific information about

this by involving the Officers along with Executive Committee and Association Council representatives in discussions about how to identify the tasks that are unique to specific departments and programs, and how to think about them. From here, we will move on to thinking about issues and models, such as developing credit hour equivalents.

### Data-Driven Approach

Both the Executive Committee and the Association Council have approved an innovative approach to negotiation preparations and Chapter operations. We have established five standing committees that will gather and analyze data, and inform the membership and, when advisable, policy makers and the public. Here, in brief, are the committees:

*Compensation Committee:* This committee will gather, summarize, and analyze data on faculty salaries. It will also be expected to gather comparable data from institutions similar to WMU.

*Finance Committee:* This committee will gather, summarize, and analyze data from the University's budget and annual audit.

*Fringe Benefits Committee:* This committee will gather, summarize, and analyze data related to health care and other fringe benefits.

*Workload Committee:* This committee will inform the Chapter about the work that members of the bargaining unit are doing. (Please note: The Workload Project will feed into the Workload Committee, but will not overlap.)

*Advocacy Committee:* This committee will promote the public well being of the membership of WMU-AAUP through raising faculty awareness about relevant policy issues and, in addition, raise public awareness about the benefits of higher education in general and the value inherent in attending and supporting Western Michigan University.

### Where would we be if...

Jo Wiley, Vice President

As our University moves forward in its search for a new president, it remains without answers to some fundamental questions: "Where are we as an institution of higher education? Logically, where should we be headed? What do we have the capability of truly being?"

For years, the faculty has pressed the administration to work collaboratively to establish solid answers to these questions. Some faculty members have spoken up loudly, others have spoken more quietly. However, in recent months our collective faculty voice has been dynamic, clear, and adamant. We have insisted that the administration honor *Agreement* obligations and comply with fair labor practices. And we have demanded that, when making decisions which impact the academic environment of the University, the administration be inclusive and respectful of faculty's knowledge, ideas, and areas of expertise.

Still, when reflecting on faculty victories over recent months, I can't help but ask the question, "**Where would we be if...**"

Thirty-some years ago, if a small but resolute group of faculty had not stood up and spoken out, worked tirelessly and successfully to resolve internal differences of opinions and combat harsh disagreements, and remained focused on the good of the unit in order to successfully negotiate the first WMU-AAUP agreement?

Without the legacy of enduring union leadership, an *Agreement* with forty-nine solid articles and five appendices, and an active, involved membership, how different would our Academy look today? Even more disconcerting, how silent would our individual and collective voices actually be?

Instead of fearful silence, during the difficult 2005 contract negotiations, members demanded that the administration bargain in good faith: a demand that enabled our negotiation team to secure improved economic compensation, solid health care benefits, and a workload policy that recognizes the differences within and between departments and programs, providing faculty the right to establish departmental workload guidelines.

Where would we be if all faculty voices had become silent once the 2005-2008 agreement was ratified? What if members had remained silent when given the opportunity to evaluate our university's president and provost? What if only a handful of AAUP members had attended the May 11, 2006 Faculty Senate meeting to hear the outcome of the Graduate Program Review? Where would we be now if no one had showed up at the May 18, 2006 emergency Chapter meeting when our leadership called for a vote of no confidence in the University's leadership?

Many times, though, a collective voice isn't efficient enough. Where would we be if individual members didn't step out of the crowd? If no one agreed to be, say, our health care advocate? Here is an idea of what losing that member's voice would mean:

- Over 11% of our members would end up paying costs for health care services that are supposed to be covered by insurance.
- Hundreds would be forced to pay costs up front because some providers simply decide not to bill BCBSM.

- All overseas healthcare provisions would be declined for reimbursement because of bills being submitted in a foreign language or billed in foreign currency.
- Retail pharmacies would only provide a 30-day supply of maintenance drugs, even though our policy supports 90-day supplies.
- We all would, individually, have to research and interpret changes in healthcare policies and decode confusing policy language to claim the benefits we have earned.
- Faculty retirees would be billed, and likely pay, for services that are covered by coordinated benefits.

What if no one was willing to serve as contract administrator or grievance officer? How egregious would the actions of the administration become? How many violations would there be against faculty members if we had filed no grievances over the past two years? (Current count: seven individual and eight Chapter) How bold would the University's administration become if our Chapter had not filed multiple charges of unfair labor practices this past year? Memories from nine months ago are fresh enough that we can easily conjure up an image of what might have been or could be.

Where would you—where would all of us—be, if left without union representation? Currently, six departments/programs/units have no elected Association Council representatives. More council and executive committee seats will need filling come Fall. Negotiation action committees are being formed. There is much work to be done. Let's all work together.

#### WMU-AAUP

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 Website: [www.wmuaaup.net](http://www.wmuaaup.net)  
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 Fax: 269.345.0278

## Notes from Montague House

*Paul T. Wilson, President*

### Your Union's Responsibility to You

Your Union will never stand in the way of your professional advancement.

Several calls have come in concerning administrators' claims that (a) "The Union" won't let them give merit pay, or pay increases other than what is specified in the *Agreement*, (b) "The Union" won't let them pay any more than the **Article 32.§3** Overload rates, or more generally, (c) "The Union" won't let them take some particular action that any reasonable person would see as eminently sensible. Please allow me to clarify.

First a response to (a), **Article 32.§5**, Merit Based Salary Adjustments is very specific about our position, and Western's responsibility: "Western shall provide merit based salary adjustments at Western's discretion. Western is encouraged to increase the base salaries of those faculty whose research, teaching, or service has been exemplary." **Article 32.§5** lays out your right to request additional compensation whenever you believe that you deserve it, as well as encouraging Western to undertake such increases voluntarily.

Concerning point (b), the WMU-AAUP is not in the business of preventing faculty members from receiving compensation; if your chair or dean is willing to pay an additional amount for an overload assignment, please feel free to accept it with our congratulations!

Finally, and most important, if point (c) is an issue in your department or college, please give us a call (345-0151) so that we can help you out with interpreting our *Agreement*. If you have heard some concern about the Chapter's position on a matter that seems common sense to you, please be sure that you find out directly from us; our job is to represent your interests, not get in your way.

### College of Aviation ULP

Last year, it was necessary to file an Unfair Labor Practice (ULP) charge against the administration because of issues arising out of the use of so many term-appointed Faculty Specialists to support what certainly appear to be regular faculty jobs. In the College of Aviation. After receiving assurances from the administration late last Spring that there was some interest in resolving the situation through our regular channels here on campus, we asked for an adjournment of the ULP hearing.

Informal discussions began during the Fall 2006 semester that involved multiple meetings with the Aviation faculty and initial contacts with some of Western's administrators. The Executive Committee is now in the process of deliberating about the kinds of solutions that would be appropriate, given the input from the Aviation faculty about the similarities and differences in the nature of their work compared to traditionally-ranked faculty. The discussion has been quite detailed and vigorous. We will keep you informed as the plans take shape.

### Term Appointments

Expressing the will of the Executive Committee, I have written to Jay Wood, Director, Academic Collective Bargaining and Contract Administration, on behalf of all faculty in their fourth consecutive year of a term appointment. According to the *Agreement*, **Article 14.§2.1**, "When a term position has been renewed for a fourth consecutive year, the position shall be evaluated and considered for conversion to a tenure-track position." I have reminded Dr. Wood that all such positions must be reviewed, and asked for information that will assist us in monitoring the reviews. I have also asked that those positions that have been filled for five consecutive years be reviewed now since it seems that at least some of them were not reviewed last year.

I would like to encourage all department faculty with concerns about their term appointees to take action on this as well. You know your own departments' programs and needs. Where there is a more permanent need, please take initiative, both with your chair and with your dean about having these positions converted, and assert your faculty right to make recommendations about them.

### Follow Up on 27 Pay Periods

In the last *Advocate* (December 2006), Alan Rea and I wrote about the plan that the administration has implemented to combat calendar creep, or calendar recession: that phenomenon where, in the span of about 11 years, we wind up losing a pay period because a year is one day longer than 26 two-week pay periods. I won't go through the whole thing again; the *Advocate* is available online (<http://www.wmuaaup.net/advocate>) if you'd like to refresh your memory.

However, I received a couple of emails and a telephone call that the calendar of pay periods at Western's Payroll website does not show all 27 pay periods. If you go to the Payroll site (<http://www.wmich.edu/payroll/>), you will find the Pay Schedules heading in the middle of the page. When you select the year **2006-2007**, indeed (if you count the pay periods) you will discover only 26 in the .pdf file that you've downloaded. However, I urge you not to stop there. When you select **2007-2008**, the download will show the pay calendar shift on **08/21/07**.

That pay period, on August 21, 2007, is the 27<sup>th</sup> pay period, and is the one that would have been skipped if not for the adjustment. The first pay period for the 2007-2008 academic year will be 09/04/07. Without the adjustment, those of us on 26 pay periods would have gone from August 7 to September 4 without a check. So we are getting our money.

### Emergency Response Issues

Cam Vossen, from Public Safety's Environmental Safety and Emergency Management unit, made presentations to the Association Council and the Executive Committee about a host of issues related to Western's emergency response procedures. I had requested these presentations because of questions about (a) what the physically disabled should do in an emergency if exits are not immediately accessible, and (b) what the faculty's responsibilities are in terms of the students in their classes. I will cover more of this in subsequent *Advocates*.

For now, those with disabilities are best off gathering in stairwells. The faculty are responsible for ensuring an orderly exit from their classroom, at which point students must exit any building ASAP on their own. It can be an advantage to have students gather at an agreed upon location outside, and to have them buddy up so everyone can be accounted for. However, that would have to be arranged in advance, not at the time of any alarm. If the alarm goes off, we must take it seriously and get out of the building as quickly as possible.

### Arbitrations and ULPs

We have become more active in seeking arbitration of tenure denials and in filing ULP charges when justified and approved by the Executive Committee. Our first ULP hearing, concerning the lack of timely response by the previous administration to multiple grievances, is coming up shortly. Several cases are also going to arbitration as we have found ways to become more efficient at managing the process. We do not take any of these actions lightly, and there must be strong support for our case in the judgment of the Executive Committee, but we will not shirk from our responsibility to represent you with the most vigorous action when it is called for.

## **An Open Invitation to the 20<sup>th</sup> Anniversary of Our Retirement Seminar**

*A. D. Issa, CFP, CDFA  
Emeritus Professor of Finance*

The Retirement Seminar scheduled for the Fall Semester of 2007 will be our 20<sup>th</sup>. In the past, over 475 faculty and staff managed to take advantage of this seminar.

One participant said, "I wish I had taken this 10 or 15 years ago; I would have avoided so many costly mistakes." Another participant asked, "Where were you when I needed you?"

The seminar is a thorough presentation of the key issues that impact your life before and during your retirement. It is a two-hour a week, eight-week long seminar presented by four different experts. Dr. Issa presents the majority of the seminar in which he discusses the steps you need to take to "de-clutter" your financial house and design a long-term investment strategy. He takes you for a guided tour to the TIAA-CREF village where most of your retirement funds reside. He also examines your current portfolio, points to its pitfalls, and suggests ways for an extreme makeover based on your risk profile.

Realizing that the money you have stashed away during your working career needs to be preserved and distributed, the seminar guides you through two important wealth preservation instruments, namely, estate planning and long-term care insurance. Our regular estate planning attorney, Robert Taylor, will tell you why estate planning matters and how to go about creating an estate plan that ensures that your financial legacy promotes your cherished values and causes and, if need be, lowers your taxes.

The seminar highlights the need to establish a financial plan firmly grounded on a sound risk management program that will protect you

and yours financially in case of unexpected life adversities, such as disability or chronic illness. Hamilton Scharff, our expert on insurance, offers advice as to when, why, how, and where you should be acquiring long-term care insurance (LTCI) tailored to your unique circumstances.

Of course, retirement brings others changes as well. Dr. Scheu's exciting presentation addresses the factors you ought to consider in choosing your housing arrangements during the next phase of your life. Among other things, he highlights the "downsizing" and "relocation" decisions that you may have to face along with the tax implications stemming from such decisions.

The seminar is offered to you free of charge, courtesy of the WMU-AAUP. If you think that such a seminar would be helpful to you and you are over 50, please e-mail (staff@wmuaup.net) or call the WMU-AAUP and ask to have your name added to the Retirement Seminar list. The seminar starts on Thursday, September 13, 2007 at 7:00 p.m. Seating is limited to thirty participants, including partners.

### **Mark Your Calendar**

**Association Council**  
March 15th  
4:00pm  
Room 208, Bernhard Center

**Tenure & Promotion Workshop**  
March 22nd  
3:00pm  
Room 208, Bernhard Center

**Chapter Meeting**  
April 19th  
4:00pm  
Room 208, Bernhard Center

## Letter to the Editor

*Alan Rea*  
Information Officer

In the past, the *Advocate* has included letters from members on various topics relating to the University, such as shared governance, health care, and other vital issues to the membership. The Editorial Board encourages "Letters to the Editor."

Letters provide the opportunity for individuals to share opinions and positions with a wider variety of our members across the University community.

In order for a letter to be considered for publication, submissions must adhere to the following:

Authors of such letters must expressly request publication in the *WMU-AAUP Advocate*.

Author's names will be published with the letter.

Authors are required to cite their information accurately. It is not the responsibility of the Editorial Board to check the validity of information.

Letters should not exceed one page, typewritten, single-spaced. In the event letters exceed the one page maximum, editing is in the control of the Editorial Board.

Please note the following about the WMU-AAUP Editorial Policy as it relates to the publication of "Letters to the Editor":

Such letters become the property of the Chapter and will not be returned to the author(s).

The publication of such letters is entirely in the control of the Editorial Board.

The publication of a letter is not an endorsement of the Author's statements by the WMU AAUP or the Editorial Board.

The Editorial Board will not publish letters that, in its judgment, could be slanderous, discriminatory, or libelous against an individual or a group.

Those interested in submitting letters should send a word-processed document as an email attachment to [staff@wmuaaup.net](mailto:staff@wmuaaup.net) with the **Subject: Letter to the Editor**. Or, individuals may drop off a disk with the digital file.

## Letter to the Editor: Presidential Search

*Lynwood Bartley*  
Faculty Emeritus,  
Past President

It's good news to some including the *Kalamazoo Gazette* that the Western Michigan University Board of Trustees will operate transparently (at least) in the selection of the final three candidates for President of the University. While some see this as positive, I would like to submit a different view for consideration.

Too much of the intense work, the hard discussion of a candidate's merits and the open discussion of a candidate's strengths and weaknesses is to be done behind closed doors and is unavailable to those who will be most affected when the three finalists are revealed. The academic faculty survives and thrives on openness.

The academic Institution is a bureaucracy and finds openness to be awkward because it first serves institutional needs not the faculty's and if there is a conflict about which needs come first it is always the institution's needs. It is difficult for administrators to see their behavior in such a cold way. In bureaucracies, such as universities, the appearance of consensus is a must and is maintained by the myth that the interests of those without power are the same as those who have power.

It is important for individual faculty to be circumspect about their collegial choices and about how they support the hegemony of the University administration. As individuals faculty members may speak for other faculty members and their wishes but in doing so they do not represent a collective legal voice, charged with representational responsibilities. They do not collect dues for services.

However, the faculty union has the legal responsibility to represent the interests and needs of all faculty, not the needs and interests of the university administration. When conflicts arise between these two parties, and they always do at contract negotiations, the faculty union cannot protect faculty interests as an impartial mediator. It cannot serve university needs as an impartial participant. The union is the faculty advocate and loses its authority with its members if it fails at this essential task.

I would hope the faculty union will recuse itself from the selection process. Even though transparency will begin with the introduction of the three finalists, it is not transparent up to that point. Union faculty cannot be told by their leadership what and how the union leadership is representing their interests in the early selection process. Such a circumstance flies in the face of the representative democratic function of any faculty union. If the union leadership must commit to secrecy and cannot fully inform its membership about process and content with regular and complete candor, they should consider removing themselves from the search committee. Individual faculty may be able to serve two masters but the institutional demands of the faculty union require that faculty representing the union not do so.

### Salary Survey CD

There are still a few Salary Survey CDs available. Email your CD request to: [staff@wmuaaup.net](mailto:staff@wmuaaup.net)

## CAGO Update

Michael G. Miller  
Contract Administrator  
&  
Jon Neill  
Grievance Officer

### Grievances

No grievances have been filed since the beginning of the spring semester. One of the nine outstanding grievances (regarding health care) has been resolved to the grievant's satisfaction, and another is still at Step Two. A third has been suspended pending the formation of a research misconduct panel for the purpose of investigating the allegations made in that grievance. It is our hope that the panel will be able to resolve the issues raised by the grievant. Three of the remaining six grievances are being taken to arbitration. The Executive Committee approved the Grievance Officer's request for arbitration, and is optimistic that the arbitrator will rule in our favor.

The remaining three grievances are the basis for the unfair labor practice that the Chapter has filed with the Michigan Employment Relations Commission (MERC). A hearing of those charges is scheduled for March 16. We will keep the Chapter informed of those proceedings but be advised that each side may postpone the hearing once, and we fully expect the administration to ask for a postponement, at the last minute. In any case, we are quite confident that the administration will ultimately be reprimanded for the dereliction of its contractual responsibilities. What we are not confident of is a change in the administration's attitude toward those responsibilities. Frankly, it is unlikely that the situation will improve substantially until changes in the grievance procedure are negotiated in 2008.

Lastly, an arbitration of what has been effectively a dismissal-for-cause is scheduled for May 1. Briefly, a faculty member was terminated after a fourth year review under **Article 17, Section 5, Subsection 4**: Professional Con-

duct. This article says:

The standards of Professional Conduct as delineated in **Article 21**. . .of this Agreement may be considered in evaluating the three areas of performance.

The administration has interpreted this to mean that it may terminate someone for cause through a tenure review. It is the Chapter's position that if someone's professional conduct is so egregious that termination is warranted, the procedure established in **Article 22**: Progressive Review and Discipline for Cause, should be followed. In short, it is our view that this individual has been denied due process. Note that the individual's reviews by both the chair and dean were positive. Furthermore, judging from their letters, neither appears to be terribly troubled by the faculty member's conduct.

### Contract Administration

During the fall semester, the Chapter's Contract Administrator dealt with a variety of issues. Although we cannot provide details, because of confidentiality, the following is a list of issues that our office has been asked to advise on, in many instances, by more than one faculty member:

- Tenure and Promotion — Early tenure decisions
- Stopping the Tenure Clock
- Health Care
- FLMA
- Tuition waiver for faculty and dependents
- Market adjustments
- Term appointments
- E-learning
- Sabbatical leave
- Summer pay
- Faculty Evaluation of Administrators

In addition, the Contract Administrator is in the process of reviewing a number of department policy statements. Remember, once the faculty, chair or director approves the DPS, it must be

sent to the AAUP contract administrator and Dr. Jay Wood in the Provost's office for review and approval. At this time, there are approximately seven department policy statements under review.

If you have questions regarding contract language, interpretations, or possible violations, please contact the AAUP office staff who will forward the information to either Jon Neill or Mike Miller. You may also contact either of us directly via email at ([michael.g.miller@wmich.edu](mailto:michael.g.miller@wmich.edu) or [jonneill@ameritech.net](mailto:jonneill@ameritech.net)).

### Reminders

#### Prescriptions

There has been a change in the prescription benefit, for the better. Now any prescription that a physician can write for 90 days will be filled at any pharmacy participating in BCBS's Retail 90 program for a single co-payment. This group includes the Sindecuse Pharmacy where your co-payment will continue to be lower than at off-campus pharmacies. This benefit has also been made available to retirees. As you may know, until now the prescription benefit for retirees and other employee groups was less generous than the benefit that the Chapter negotiated for its members. The Chapter is delighted that Western has, on its own volition, acted so generously.

#### Out-of-Network Reimbursement

Please remember that if you receive medical services from a provider who is out-of-network you will be reimbursed *100% of the charge approved by BCBS if an in-network provider has referred you, and 80% of the charge approved by BCBS if not*. Keep in mind that most often, the reason a provider has not joined the BCBS network is his or her unwillingness to provide services at those approved rates. At times the difference between the approved charge and the out-of-network provider's charge is substantial. You will almost certainly be responsible for paying that difference. Thus, we advise you to inquire about these two amounts before

taking treatment from an out-of-network provider. The Chapter has asked the administration for a list of approved charges by service code. However, it has ignored our request and therefore, we have filed a charge of an unfair labor practice over this matter. This is one of the charges to be heard by MERC on March 16.

Also be advised that providers are added to the network all the time. Likewise, providers can choose to leave the network. We think that Western should update the membership on these changes regularly. Your officers have requested that it do so and we are patiently waiting for a response from the administration. We sincerely hope that it will not be necessary to file a grievance over this request.

#### Tenure Review

Finally, the tenure reviews by your college deans are forthcoming. Those of you who are under review should be aware that if you, as a faculty member, appeal the evaluation by your dean, a member of our staff will be ready to accompany you to the appeal meeting. Please inform us as soon as possible if you wish to be supported by the Chapter in your appeal.

#### Departmental Policy Statements

As has been noted, the Contract Administrator has received and is reviewing a number of department policy statements. *We heartily encourage every department to review and revise the workload section of its policy statement.* As you know, the workload article (**Article 42**) was significantly changed during the last round of negotiations. Each department needs to reconsider its workload policies in light of those changes. CAGO is ready and willing to help departments craft new workload policies. Please contact us if you feel that your department needs some guidance in revising these policies. Remember, the workload section of your department policy statement is *the only protection members of your department have against overly burdensome work assignments.*

#### Chair Evaluations Forthcoming

Be aware that all departments except those in Arts & Sciences will be evaluating their chairs this year. The WMU-AAUP has informed these individuals that they will be evaluated this semester, and the forms should be in your campus mailboxes when you return from spring break.

#### **Lunch, anyone?**

*Jo Wiley  
Vice President*

During the year leading up to our most recent contract negotiations in 2005, Chapter leadership hosted weekly "Lunch Table Discussions" at the Bernhard Center cafeteria. Members were encouraged to bring their lunches, concerns, interests, and suggestions and many did. Conversations were interesting, enlightening, informative and, according to many participants, very helpful.

My primary reason for running for the Chapter vice presidency was my concern that, outside of contract discussions or negotiations, most of the membership seems to have very few interactions with and within the Chapter. One of my goals, as Vice President, is to provide various avenues that will lead to more member involvement. And because change can only come about through conversation, reviving "Lunch Table Discussions" seems like a good place to start.

But I need your help getting this started. What would you like to talk about? What concerns you? Or excites you? Or confuses you? Do you have ideas you'd like to brainstorm? Areas you'd like some mentoring in? Do you have innovative instructional ideas, or ideas for research collaboration? While an Executive Committee member and/or Association Council representative will be there to respond and to carry concerns back to

the Chapter, Lunch Table Discussions don't need to be only about Chapter issues.

The current plan is to alternate days, times, locations and topics, and once finalized, details will be emailed and made available on the Chapter's website: <http://www.wmuaaup.net/>

Meanwhile, send comments, ideas, and suggestions to me at [jowiley@wmuaaup.net](mailto:jowiley@wmuaaup.net), or call me at the Chapter office at 269-345-0151. My office hours are published in this *Advocate* issue.

#### **WMU-AAUP Officers' Hours**

##### **Paul Wilson President**

Tues & Thurs 11:00—4:00  
Fri 12:00—3:00

##### **Jo Wiley Vice President**

Mon 1:00—4:30  
Tues 1:00—4:30  
Wed 12:00—4:30  
Fri 1:00—3:00

##### **Michael G. Miller Contract Administrator**

Wed 12:00—1:00  
Fri 2:00—3:00

##### **Jon Neill Grievance Officer**

Tues & Thurs  
9:00—12:00  
1:30—4:30

##### **Alan Rea Information Officer**

Fri 1:00pm— 3:00pm

And by appointment



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