



Communications During Negotiations

Paul T. Wilson, President

To date, Officers and Executive Committee members have attended 28 departmental meetings to elicit members' questions, concerns, and requests regarding upcoming negotiations. The most frequent request has been to insure open, often and as transparent as possible communications into and from the Team. A constant, clear bi-directional flow of information is the goal of your negotiation team and Chapter leadership. The following is a summary of the many avenues open for information distribution.

Making Sure Your Concerns Are Heard

Each of you will have opportunities to respond to online surveys. However, inviting members of your AAUP leadership and negotiation team to your department meeting is a more personal and effective way to share what's on your mind. We believe that it is absolutely vital to visit as many departments as possible in every college, so please invite us in. Feel free to invite us back, if we have already attended a meeting of your department, or contact the Chapter office, an officer, or a negotiation team member directly if you have more information to share.

Please also remember that your department, school or unit representative regularly attends Association Council (AC) meetings to share your concerns as well as to bring information back to you.

The AC meets at least twice each semester. The one remaining meeting for this semester is scheduled for Thursday, March 20th at 4:00 p.m. in rooms 157-159 of the Bernhard Center. All members are welcome to attend AC meetings. This semester's Chapter meeting is scheduled for Thursday, April 17th and is poised to be a member-driven kickoff to negotiations. Attendance at this meeting will play a primary role in how the administration interprets members' concerns.

Regular and special Association Council and Chapter meetings will occur throughout the summer sessions while the Team is at the table. The agenda for these meetings will focus primarily on sharing information and asking for your feedback on negotiation issues: goals, positions, strategies, and ongoing develop-

ments. Negotiation Team members will be in attendance at the meetings. Meeting publicity will include a variety of mediums, as logistics permit and/or require: the negotiation Hotline (345.3880), emails, flyers, telephone calls to and from AC reps, and website updates.

Making Sure We Keep You Informed

In addition to receiving communications from your college and department representatives, checking the Chapter Hotline for updates, and getting regular emails from our Chapter staff, you will be hearing from other groups, including the *AAUP Faculty Action Concerns Team* (A-FACT) and the *S Committee*.

A-FACT was a dominate presence in our 2005 negotiations. This group of active and retired faculty members provided ongoing analysis and publicity related to contentious administrative actions. This was a tremendous help in keeping members aware of hot issues. A-FACT will have a similar focus for 2008. A-FACT is currently in need of interested and dedicated volunteers. Please call 345.0151 to join up.

The S Committee's focus is on *solidarity*, but also works on the logistics of providing support for the Team during negotiations, including informational picketing. It also organizes any actions that are needed to emphasize our unity as we negotiate.

Both of these groups will communicate frequently with our members throughout negotiations.

Your Executive Committee will continue to meet weekly during negotiations. Through the end of Spring 2008, the Executive Committee meets on Fridays at the Montague House at 3 pm. During the summer sessions, meetings usually begin at 2 pm. Negotiation Team members attend these meetings to share information and discuss the bargaining progress. You, too, are welcome to attend these meetings. Please call the Chapter office to confirm date, time and place—especially during the summer months—as we intend

Officers

President
Paul Wilson
Vice President
Jo Wiley
Contract Administrator
Heidi Vogley
Grievance Officer
Lisa Whittaker
Secretary
Dominic Nicolai
Treasurer
Galen Rike

Executive Committee

Academic Support Services
Galen Rike
A&S - Humanities
Marilyn Kritzman
A&S - Science & Mathematics
Bruce Bejcek
A&S - Social Sciences
Allen Zagarell
Aviation
Dominic Nicolai
Business
Leo Stevenson
Education
Nancy Mansberger
Engineering
Dan Fleming
Fine Arts
Stanley Pelkey
Health & Human Services
Donna Weinreich
International Programs
and Services

on scheduling several meetings at the Bernhard Center and inviting AC reps to attend.

Once the Negotiation Team and the Executive Committee believe that negotiations have progressed to the point where a tentative new Contract can be recommended to the membership, an Association Council meeting will be held. AC reps will be asked to hold a vote on whether or not to recommend the tentative *Agreement* for a ratification vote. Prior to the vote, a Chapter meeting will be held to present the tentative *Agreement* to the entire membership. Questions and concerns will be ad-

ressed. The text of the proposed new Contract will be available for review at least 3 days before the ratification vote takes place.

I want to encourage you to respond to our surveys, attend all of our formal events, speak up at your department meetings, with your AC reps and Executive Committee members. Most important, email or call the Chapter to find out what's happening, and to make sure that your voice is heard. We will do the best job for you, our members, the more that we hear from you.

Notes from Montague House

Paul T. Wilson, President

Tenure & Promotion Workshop – March 27, 2008

Fall & Spring Workshops: Among the most important aspects to our *Agreement* are the criteria and procedures for tenure and promotion reviews in Articles 17 and 18. Each year, in collaboration with Western, we offer two workshops that address the details of these articles. While any of our members are welcome at either workshop, the two have somewhat different purposes. The fall semester workshop is intended primarily for members of tenure and promotion committees, both at the department and college levels. The spring semester workshop is primarily for candidates who will be reviewed the next fall. Reaching out to potential candidates in the spring enables them to take advantage of more detailed and specific knowledge as they prepare their materials.

This spring's workshop is scheduled for **Thursday, March 27th at 10:00am in Room 157, Bernhard Center**. If you are going to be reviewed for tenure or promotion in the Fall 2008 semester, we encourage you to take advantage of this opportunity now, and to begin preparing your materials in plenty of time.

Current Tenure & Promotion Issues: A number of the Fall 2007 reviews were fraught with complications. I want to alert you to some of them so that you can explore the issues with us in the workshop.

Most important is the calendar for the review schedule. In addition to outlining the scheduled benchmarks, the Contract, identifies the calendar dates just for the first year of the *Agreement*. New calendar dates are set each fall through discussions between the WMU-AAUP and Western's Director of Academic Collective Bargaining and Contract Administration (DACBCA). These dates are presented at the fall workshop, circulated around campus by both the WMU-AAUP and Western, and posted on our web sites. If you have questions about the dates, check with either office. The crucial point, however, is this: If you are a candidate, you must be aware of the dates, and you must submit materials on time. You are responsible for completing your materials and delivering them to your department committee.

It is most unfortunate if a review is complicated because the candidate has missed key dates or has provided incomplete materials. It's similarly unfortunate if a committee is put into the position of not being able to conduct a valid review because of procedural complications or technicalities. What we really want is for reviews to be conducted solely on the candidate's

merits. This is the essence of peer review and the foundation of credibility for tenure and our claim to shared governance. We must all be scrupulous in protecting our reviews.

Tenure candidates preparing for the 4th and 6th year reviews should take care early in their narrative to address directly and specifically any of the topics or issues that have arisen in the letters from previous reviews. Review letters tend to be written with a great deal of care. Candidates are required to include all previous review letters. It's very wise to explain how one's work: (a) is consistent with the positive characteristics already identified and (b) addresses any questions or issues that have previously been identified.

Promotion candidates should be sure to focus on Article 18; the criteria and the process have some differences. At present candidates for Professor must choose one of three models (see Article 18.3.6) and write their narrative to fit with the model. The most important point from Fall 2007 is found in Article 18.4 Recommendations:

"Departmental faculty members at or above the rank sought by the promotion candidate shall have the right and responsibility to make negative and positive recommendations, with supporting data, for promotions of colleagues..."

The principle articulated here is that promotion reviews can only be conducted by someone who has already achieved at least the level to which the candidate aspires. The reviewers must be at or above the rank to which the candidate wishes to be promoted.

If there are criteria in the Department Policy Statement that go beyond what is in the *Agreement*, it is a good idea to have periodic public discussion of what these criteria mean and how they are interpreted.

MARK YOUR CALENDAR

Association Council

Thursday, March 20th

4:00pm

Room 157, Bernhard Center

Grievance Officer's Report

Lisa Whittaker, Grievance Officer

We are in the process of scheduling an arbitration related to summer pay in the College of Education.

There are two requests for mediation based on individual grievances in the College of Education. For the first mediation request, a mediator for both sides has been enlisted. They have 14 days to complete the investigation. Mediation follows Step 1 of the grievance procedure, as stated in Article 12.§7.1.

The second request for mediation has been delayed due the length of time in finding a mediator and to a difference in interpreting the reason for the grievance. Western's Director of Academic Collective Bargaining and Contract Administration interprets the grievance as having a narrower scope than the AAUP's interpretation. According to Article 12.§7.2, the role of the mediators is to "effect a resolution between the grievant and Western." "The Director will provide appropriate information, and, during that period, mediation teams shall have recourse to persons and information involved in the grievance and appropriate to a speedy resolution, such as would be available to the Chapter in a grievance matter." A mediator has been identified, and we plan to move forward with mediation as soon as possible.

We have been working with a faculty member in Academic Support Services to appeal the 6th year department administration's review.

We are working with a faculty member from the College of Engineering and Applied Sciences who is appealing the response from a chair regarding a request for early promotion.

A meeting has been scheduled with faculty, a dean, members of Western's administration and union representatives to address the work environment in a department within the College of Arts and Sciences.

A faculty member in International Programs and Services advised us that there is a possible contract violation regarding an increased workload and shared governance issue related to administrative changes to the curriculum. During a meeting last week, the questions were addressed and no grievance is planned as a result.

An individual grievance in the College of Health and Human Services has been filed regarding the change of a graduate student's grade without the instructor's consent or knowledge.

I provided support to a faculty member in the College of Business regarding an appeal of a promotion review. We will meet with the dean next week.

Grievances are useful in bringing attention to specific issues with the administration. However, grievances are also useful in evaluating the efficacy of the AAUP Contract. During negotiations, the type and number of grievances are evaluated. Articles that are grieved repeatedly stand out as articles that may need to be addressed during negotiations. The other method in which to address problem areas in the Contract is feedback from you, the Chapter members. Your participation in college, Chapter, and Association Council meetings is vital to the negotiation effort.

Letters to the Editor Policy

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.

Letters to the Editor 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 remarks 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 with the **Subject: Letter to the Editor**. Or, individuals may drop off a disk with the digital file.

WMU-AAUP Spring Office Hours

Paul T. Wilson, President
Email: paul.t.wilson@wmich.edu
Chapter Office: 345-0151 ext. 28

Office Hours:

Wednesday
 1:00-3:00
 Friday
 3:00-4:40

And by appointment

Heidi Douglas-Vogley, Contract Administrator
Email: heidi@wmuaaup.net
Chapter Office: 345-0151 ext. 26

Office Hours:

Tuesday
 3:00-4:30
 Wednesday
 1:00-4:30
 Friday
 1:00-4:30

And by appointment

Jo Wiley, Vice President
Email: jowiley@wmuaaup.net
Chapter Office: 345-0151 ext. 32

Office Hours:

Monday
 9:00-3:00
 Wednesday
 9:00-3:30
 Friday
 12:00-4:30

Lisa Whittaker, Grievance Officer
Email: lisa@wmuaaup.net
Chapter Office: 345-0151 ext. 27

Office Hours:

Monday
 9:00-4:30
 Wednesday
 1:00-3:30
 Thursday
 10:00-12:00
 Friday
 1:00-4:30

And by appointment



WMU-AAUP Chapter
 814 Oakland Drive
 Kalamazoo MI 49008-5401

ADDRESS SERVICE REQUESTED