



Fall Welcome

Paul T. Wilson, WMU-AAUP President

Welcome, and Welcome Back

In August 2007, when I attended New Faculty Orientation, 29 of the 37 people in attendance were on one year term appointments. This year, by my approximate count, at least 30 of the 38 were on tenure line appointments. So the first happy greetings that we pass on to our colleagues as Fall '08 begins will, for many of us, include welcoming all of our new faculty to campus.

Welcome, too, to all of you, to all of the faculty returning to campus after a summer respite of research, writing and recharging. And a special welcome and thank you to the many faculty who remained with us on campus during a most interesting time -- the 2008 iteration of our triennial engagement in negotiations. We are grateful for your involvement and support.

Faculty Support for Negotiations

One of the unique aspects of our approach to the 2008 Negotiations, from the very beginning, has been celebration. Our first rally, on June 11, the opening day of negotiations, was a celebration to kick off the negotiation process with a very positive tone and high expectations. On July 14, we celebrated the birthday of the WMU-AAUP with enthusiastic encouragement to the team as they returned to negotiations after the administration team's early July break. The growing attendance and the obvious, vocal support at these rallies were very important in demonstrating support for our team and our goals.

August 11 was a crucial day. We moved our rally site from Montague House to the front of the Administration Building, and asked our members to join us in voicing the concern that we share with every Western employee: Preserving our health

care benefits at an affordable level. The response was very significant with more than 225 attendees! This included over 200 active faculty, plus retired faculty, and supporters from all of the major staff groups: AFSCME, the Administrative Professional Association, the Professional Support Staff Association, and the University Police. Other staff members were driving by, honking their horns, and shouting out their support. For a mid-summer rally, this was a remarkable celebration of unity, and made very clear that we have been successful at responding to everyone's concerns.

There are many people, including Chapter officers, Executive Committee and Association Council members, and other committed supporters, who have made possible the multiple successes of our rallies. We could not have done it without a broad base of faculty willing to give of their time and energy so that we can all benefit. Thank you one and all for a terrific effort.

Chapter Services

While our negotiation effort represents a significant gearing up and focusing of most of our energies every three years, there is a great deal of other business that we attend to. This involves helping faculty with a variety of informal and formal aspects of their interactions with the administrators and the structures of Western Michigan University. Summer I and II, 2008, have been unusually busy; some of this activity will spill over into the fall semester, and likely will increase because of questions related to tenure and promotion reviews. The fall semester's tenure and promotion workshop, scheduled for Thursday, October 9 at 9:30 am (please refer to the calendar in the *Agreement* for upcoming deadlines regarding PARs, vitae and promotion

Officers

President
Paul Wilson
Vice President
Jo Wiley
Contract Administrator
Heidi Douglas-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
P. Daniel Fleming
Fine Arts
Stanley Pelkey
Health & Human Services
Donna Weinreich
International Programs
and Services
Ila Baker

and tenure), while open to all of our members, is intended primarily for faculty who will be serving on committees. Please plan to attend so that we can ensure consistent, fair, thorough reviews throughout the review process.

It is inevitable that other questions and issues will arise as the reviews go forward. We are fortunate to have experienced officers here at Montague House to help ad-

dress any of your concerns. Your primary contact for procedural questions or contract interpretations is Heidi Douglas-Vogley, our Contract Administrator. Lisa Whittaker, our Grievance Officer, Jo Wiley, our Vice President, and I, can all help out as well. You can reach us by phone and email through the Chapter web site: <http://www.wmuuaup.net>

Grievance Activity Report

Lisa Whittaker, Grievance Officer

Before the start of the new academic year, I thought it would be worthwhile to review the past year's activities within the Grievance Office. Attached is a summary of the issues from September, 2007 through August, 2008.

Overview

The limitation of this summary is that it does not account for issues that have been occurring but have not yet been brought to the attention of the union. However, this summary does provide some insight into the problems across the university. Noteworthy are the following points:

1. There were 33 issues involving women and non-majority cultures (93 percent).
2. Of those issues, 11 (33%) relate to the work environment.
3. Numerous pay issues include pay equity, summer pay and overload pay. (more on this pending negotiations)
4. Four issues related to Tenure and Promotion, two were denials of women up for promotion to full professor, and one was reversal of a final tenure decision for a female, and one was an issue about a female faculty specialist promotion.
5. All of the issues have been reviewed to determine if the changes to the contract will prevent repeated inequities or misunderstandings.

Issues

Hostile work environment is the most predominant issue and the most challenging to resolve. Most of the issues relate to communication, behavior, and lack of respect. In addition, I frequently hear concerns regarding low morale, pay issues (equity, summer and overload pay), contingent employment, and high attrition of women and minority faculty.

Several of these issues have a lengthy history. A grievance typically can only address one specific issue at a time. Some issues, such as hostile work environment, can involve many people and several issues over a long period of time. It gets complicated. That does not mean that these issues should not or cannot be addressed. In order to approach these problems, it is very important to document the chain of events. Documentation can be in the form of a personal journal of a situation, emails, memos, letters, and any paperwork associated with the grievance process. It is desirable to have issues resolved internally or informally. But for the union to be affective and assist in the resolution, we have to be informed about the problem by the faculty members.

Clearly there are unresolved issues. We should all be concerned that the environment across the university is not what we, as professionals, want for ourselves, our colleagues, our students and our visitors.

The president's statement on diversity, multiculturalism and inclusion can be found at this address: <http://www.wmich.edu/president/messages/20071121.html>. While we are fortunate to have this as our statement, it needs to be more than words. We need to be able see and feel that this is our culture. Even though it may seem difficult to change our environment, it does not mean that we should not try. In fact, should never stop trying to improve our environment.

Union advocacy

The union exists to advocate for faculty. Therefore, accurate and thorough information is necessary in order to evaluate the extent of key issues within the university. Once we can determine overarching issues, then we can begin the process for resolution through communication, contractual policies and procedures. All WMU personnel (faculty, staff and administration) are responsible for upholding our mission, goals, and policies.

CEDRS Program

Dale Anderson, Coordinator

The Campus Employee Dispute Resolution Services Program (CEDRS) is a free, voluntary, confidential, and effective neutral third-party mediation and conflict resolution service that is available to all university employees with work-related disputes. The WMU AAUP has played a key role in helping to develop and sustain this employee service, which has been in operation since 2000.

CEDRS can be especially helpful for:

- Disputes, communication break-downs, & “personality conflicts” between co-workers, colleagues, supervisors and subordinates;
- Frustrations & disagreements related to perceived unfairness or lack of clarity or consensus regarding mission, work assignments, goals, evaluations or expectations;
- Interdepartmental conflicts;
- Almost any problem where all parties are willing to meet and attempt to find a solution.

CEDRS offers:

Free, confidential consultation and assistance for WMU employees experiencing workplace conflict.

Neutral, voluntary Mediation and Community Conferencing services designed to help resolve problems and promote positive change.

A safe, effective way to address workplace conflict and to improve communication, relationships, teamwork, productivity, and morale.

HOPE...

If you would like more information about the services CEDRS provides, or would like confidential assistance with a work-related concern, contact Dale Anderson at 387-3406 or dale.anderson@wmich.edu or visit our website at www.wmich.edu/cedrs.

Important Dates

October 15th:	Professional Activities Reports are due Vitaes are due
October 16th:	Chapter Meeting 4:00pm Room 157, Bernhard Center
November 20th:	Association Council Meeting 4:00pm Room 157, Bernhard Center



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

ADDRESS SERVICE REQUESTED

Summary of Grievance Officer Activities

<i>Formal Action / Resolution (Grievance)</i>					
		College	Type of Issue	Action	Outcome
1	Males	COE	Summer pay	Arbitration	Pending
2	Female*	COE	Respect, communication, professional conduct	Grievance October 2007	Pending...in Step II now.
3	Male*	COE	Professional conduct. Respect, communication, recognition	Progressive review followed by Grievance	Pending outcome of Step II, Type C grievance
4	Female	UCTC	Tenure and Promotion	Grievance	Decision reversed, tenured was awarded
5	Male*	CAS	Work environment, harassment	Grievance	Transfer to different department
6	Female	HCOB	Promotion to full professor	Grievance	Pending
7	Female	CHHS	Student grade changing	Grievance	Grievance remedies were accepted by administration
<i>Informal action / resolution</i>					
		College	Type of Issue	Action	Outcome
1	Male*	HCOB	Sick leave and travel	Requested a face to face meeting with administration	<i>Admin ignored request</i>
2	Female	Administration	Professional Conduct, Article 21	Chapter grievance	Denied, dropped after sending letter of rebuttal.
3	Female	CELCIS	Workload and tenured faculty	E-mail communication	Pending
4	Female	COE	Review of term appointees teaching on-line	Consultation with union.	<u><i>Negotiation issue</i></u>
5	Female	CAS	Neglect of duties Article 21.2.1, 23, and 13.	Progressive Review	Letter of warning
6	Female	COE	Conflict with student and question on classroom observation	Consultation with the union.	No further action required
7	Male	HCOB	Agreement regarding overload pay exceeding EUP rates	Consultation with the union	No further action required
8	Male*	CFA	Promotion question	Deferred to Contract Administrator	No further action required
9	Male*	HCOB	Agreement between former chair and faculty re: teaching load versus research	Consultation with the union	No further action required

			load		
10	Male	CHHS	Student concerns, issues with teaching	Information only	No further action required
11	Female	COE	Letter of appeal on 2 nd year tenure letter.	Consultation with the union	No further action required
12	Female	HCOB	Transfer to English	Consultation with the union	No further action required
13	Male*	CHHS	Communication with chair	Consultation with the union	No further action required
14	Male	CAS	Harassment	Progressive Review	Pending
15	Female	CAS	Professional conduct	Progressive Review	Dropped due to lack of substantiation
16	Female	Communication	Policies regarding late adds and internships	Consultation with the union	No further action required
17	Female	CELCIS	Scheduling and workload	E-mail communication	No further action required
18	Female	CECP	Pay equity	Consultation, letter review	No further action required
19	Female	CAS	Work environment, harassment from staff to faculty	Consultation, letter to chair	Resolved.
20	Female	COE	Faculty specialist tenure and promotion , Article 18.2.2	Consultation with the union	Contract Administrator send a letter to the Provost
21	Male*	CEAS	Student feedback and class assignments	Consultation with the union	No further action required
22	Female	HCOB	Workload	Consultation with the union	No further action required
23	Female*	CEAS	Promotion to full professor	Consultation on appeal letters	Dropped, but could have continued.
24	Female	CAS	Harassment and discrimination	Informal resolution after extensive informal discussion and negotiation	Address department issues and chair review
25	Male	CAS	Professional Conduct	Investigatory meeting in May, 2008	To be determined
26	Female	CHHS	Retirement credit	Pending	
27	Female	COE	Overload and summer teaching, clarification of the contract (144% for teaching)	Consultation with the union	<u>Negotiation issue?</u>
28	Female	CFA	Preference in teaching certain classes	Consultation with the union	Pending
29	Female	HCOB	Sabbatical selection discrimination	Consultation with the union	Dropped

* represents non-majority culture