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April, 2004

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WMU-AAUP President

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Advocate

At Western Michigan University

President Mathews Looks Behind and Ahead

Gary Mathews, Ph.D.
WMU-AAUP President

Much has happened in the last year that impacts our Chapter and its members. Over the summer our team negotiated compensation, health care and retirement. The vote was very close, and the follow-up survey was very informative. Fall semester was devoted to helping faculty make the changeover to the new health benefit plan, which has been a rocky transition. We are currently in the middle of a "mega grievance" on health care, which may end in arbitration. The Fall Semester also required much attention to the many faculty who took advantage of the Window Incentive Plan for retirement, to ensure that everyone received everything that they had coming.

The current Spring Semester has been filled with workshops and focus groups of various kinds. In addition to co-hosting the tenure and promotion workshop with the Provost's office and providing a workshop on classroom visitations, we have conducted two focus groups for recently-hired faculty, both of which have provided good information on how to better assist new faculty as they acclimate to the University environment. The newly created Mobilization Commit-

tee is holding regular meetings, as well as arranging meetings between the Chapter leadership and interested departmental faculty to listen to and respond to individual concerns.

In spite of our best efforts, the Chapter is continuing to experience significant discontent within and challenges from without. There is discontent in several departments over the new rating system, sometimes referred to as ICES. Also, many members are upset about the choice between a one-time across-the-board raise and continuation of the supplemental retirement benefit. Some members do not have a choice and wish that they did. Others have a choice and do not know which

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to pick. Attendance at the retirement option workshops has been brisk and discussion has been cordial, but some members reportedly leave those meetings more confused about their choice than before they arrived.

As the summer sessions begin, I am entering the last phase of my service to the Chapter. After the summer sessions, I will have just the Fall semester to serve before bidding adieu in December. Serving as President of the Chapter has been very satisfying and humbling, too. So far my Presidency has been marked by controversy, change, and compromise. Only history will tell whether the changes we are experiencing are for the better or not. I do know that I have met former UCLA basketball coach John Wooten's definition of success. To paraphrase: "Success is the self-satisfaction that comes from knowing that you have tried your very best to do everything possible to reach your goal." My goal has simply been to serve the membership with enthusiasm, with energy, and with integrity. May the union and the faculty prosper and thrive in years to come.

**WMU-AAUP
Email**

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Looking for Change?

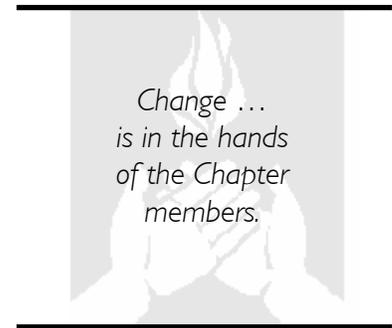
*Jo Wiley
Information Officer*

Two comments that members have repeatedly made to me during this past year as Information Officer are that "no one reads the Advocate" and "we need a change in leadership." Obviously, it would be a bit ridiculous for me to address the first comment in a column in the Advocate — although if I really believed no one read this, I wouldn't bother responding to the second one either. I do, however, want to take this opportunity to point out the process available to the membership to initiate change, if that is really what is wanted.

Members nominate and elect the Association Council departmental representatives: all 64 of them. They serve for two-year terms. If representatives are not representing you well, make a change! Regular members (as well as the Association Council representatives) can nominate members from within their constituency for open positions on the Executive Committee. The committee members' two-year terms are staggered allowing for yearly change, if members want it. Regular members also have the opportunity, every two years, to nominate candidates for Chapter president and vice president. The election of Executive Committee members, vice president and president is conducted by secret ballot. Any

change in leadership is in the hands of the Chapter members.

While the Spring Semester is not quite over and the Summer Sessions loom ahead for some of us, the reality is that we will all be fac-



ing fall before we know it. With the Fall Semester comes the need to fill the following leadership positions: president, vice president, and executive committee representatives from Arts and Sciences-Humanities, Education, Health and Human Services, Business, and Association of Language Specialists. So, whether you want it or not, our Chapter is facing change. I encourage all members to do some thinking before October about how they want it to be played out.

**WMU-AAUP
website:**

WMICH.EDU/AAUP

FYI

In response to our stated concerns about Sindecuse directly billing the University for faculty medication charges and the payroll deduction options, Sindecuse has assured us that only an aggregate dollar amount is sent via electronic intra billing for such charges and that no individual information is disclosed. Faculty also may request printouts of any of their medical billings. Nevertheless, faculty should continue to give thought as to how much information about their medical care (if any) they want the administration to have access to.

Leadership Positions

Beginning with the Fall Semester, the Chapter's Nomination and Election Committee will be seeking candidates for the October 2004 election of **President** and **Vice President**, as well as **Executive Committee Representatives** from the following constituencies:

- Association of Language Specialists
- College of Arts & Sciences — Humanities
- College of Business
- College of Education
- College of Health & Human Services

CURRENT LEADERSHIP

PRESIDENT (12/31/04)*
Gary Mathews, Social Work

VICE PRESIDENT (12/31/04)
C. Dennis Simpson, Physician Assistant

EXECUTIVE COMMITTEE MEMBERS:

Academic Support Units (12/31/05)
Jerry Nowak, University Counseling & Testing Center

College of Arts & Sciences-Humanities (12/31/04)
Mary Anne Loewe, English

College of Arts & Sciences-Science & Math (12/31/05)
Allen Schwenk, Mathematics

College of Arts & Sciences-Social Sciences (12/31/05)
William Santiago-Valles, Africana Studies

College of Aviation (12/31/05)
Blair Balden, Aviation Sciences

Haworth College of Business (12/31/04)
Leo Stevenson, Finance & Commercial Law

College of Education (12/31/04)
Paul Wilson, Teaching, Learning, & Leadership

College of Engineering & Applied Sciences (12/31/05)
Ralph Tanner, Electrical & Computer Engineering

College of Fine Arts (12/31/05)
Gwendolyn Nagle, Theatre

College of Health & Human Services (12/31/04)
Sandra Glista, Speech Pathology & Audiology

Language Specialists (Association of) (12/31/04)
Joel Boyd, Career English Language Center for International Students

*(indicates end of term)

Announcements:

- 1. The Election Form Regarding Supplemental Retirement is due by 5:00pm on Monday, May 3rd. Please return your form (through campus mail) to: Richard Schaper, Manager, Retirement Services, 2100 Admin. Bldg.**
- 2. A Retirement Seminar will be offered during the Fall Semester for faculty members under 50 years of age. Please call the AAUP office (345.0151) to register.**
- 3. The WMU-AAUP 2003-2004 Faculty & Administrative Salary Survey is available on CD. Please call the AAUP office (345.0151) or send email (wmuaaup@ameritech.net) to request a copy.**



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