

Contract Administrator Report for the WMU-AAUP Executive Committee

Prepared by Natalio Ohanna, November 22, 2019

In addition to regular office hours and obligatory meetings, I worked on the following member/chapter related issues since August, 2019, in collaboration with Susan Esman and Lori Maguire. This report is representative, rather than all inclusive.

1) Consultations by email or by telephone and in person, in Montague House and Sprau Tower, and from home, regarding the following articles:

10 (Anti-Discrimination and Affirmative Action)	23 (Participation in Department Governance)
11 (Faculty Records)	27 (Leave of Absence)
12 (Grievance Procedure)	27.8 (Parental Leave)
13.1 (Academic Freedom)	29.2 (Professional Work)
14.2.3 (Joint Appointments)	30.4.3 (EUP Online Course)
15 (Nepotism)	31 (Compensation Guidelines)
16 (Evaluation of Professional Competence)	32.1 (Salary Adjustments)
16.6.2 (Teaching Observations)	32.3 (Overload Rates)
16.4.2 (Handling of Student Rating Data)	35 (Retirement)
17 (Tenure)	35.4 (Reduced Load)
17.2.4.2 (Stopping the Tenure Clock)	36.9 (Tuition Discount and Remission Program)
17.3.2 (Professional Recognition)	38 (University Calendar)
17.5.1 & Appendix E (External Review)	41 (Preference)
18 (Promotion)	42 (Workload)
18.1.5 (Relationship between Tenure and Promotion to FS II)	42.10 (Workload Appeals Process)
18.2.3 (Early Promotion)	42.12 (VITA)
	43.3 (Ownership Rights)

2) Letters of Appointment: revision of new letters.

3) Disputes between members and management:

- Haworth College of Business (1)
- College of Education & Human Development (1)
- College of Engineering & Applied Sciences (1)
- College of Arts & Sciences (3)

4) Investigatory meetings (art. 22)

- College of Arts & Sciences (1), in collaboration with Cathryn Bailey

5) Department Policy Statements:

- University Libraries
- Social Work
- Economics
- Industrial and Entrepreneurial Engineering and Engineering Management

6) Tenure & Promotion Workshops (2 sessions)

7) Tenure & Promotion Appeals:

- College of Arts & Sciences (3)
- College of Health and Human Services (1)
- College of Education and Human Development (2)

8) Article for the Advocate:

“On Travel Funds and Research Productivity (Article 34)”

9) Other issues of broad scope:

- the meaning of conditions in tenure evaluations
- joint appointment status and shared governance
- electronic files in tenure and promotion evaluations
- WMU standards of Satisfactory Academic Progress (SAP) in tuition remission program (36.9)
- the boundaries between shared governance and academic freedom
- FRTF and international travel
- The new Academic Program Review
- Drop/add period and standards of Satisfactory Academic Progress