



### Notes from Montague House

*Paul T. Wilson, WMU-AAUP President*

#### A New Public Voice for the Faculty

You are invited to attend the Michigan AAUP's Annual Meeting, April 24, 2010, at the Dearborn Inn.

The key event on the program is a forum for all of the announced candidates for governor. It is essential that we have a large crowd in order to make a strong impression and take advantage of the opportunity to advocate for higher education from a faculty perspective.

We will also move forward with plans for developing a unified faculty voice in support of higher education. The Bishop plan (cut all state employee salaries by 5%, freeze them for 3 years, and increase our health care contributions) and the Dillon plan (put all state employees on the same reduced benefits health plan) make clear the view in the legislature that taking money away from education is part of the solution to Michigan's economic problems.

That's no solution. It's a guarantee that we will be bankrupting Michigan's future. We in higher education especially represent a better future for Michigan's children. It's time for us to start speaking up in public about the need, not just to support higher education, but to invest in it. Please come to the MIAAUP's Annual Meeting to help us start strong.

If you are particularly motivated about this opportunity right now, feel free to contact me directly [paul.t.wilson@wmich.edu](mailto:paul.t.wilson@wmich.edu). And be on the lookout for more information and invitations to attend.

#### The "With Conditions" Part of Tenure Recommendations

During the 2<sup>nd</sup> and 4<sup>th</sup> year reviews of their portfolios, faculty on tenure-track appointments will receive one of 4 different overall recommendations: Positive, Positive with conditions, Negative with conditions, and Negative. The differences between these

recommendations may be understood in terms of the faculty member's direction.

Positive means that a candidate is progressing in the right direction, with an appropriate performance in competence, recognition, and service. Candidates who receive positive recommendations should have confidence that if they continue on the same path, they will receive a positive recommendation at the next review.

Positive with conditions means that up to the point of the current review, the candidate's performance seems to be headed in the right direction. The three criterion areas taken together seem to present a positive picture; however, in one of the areas, a midcourse correction is needed if the candidate is to expect a positive recommendation at the time of the next review. The conditions should be specific enough that the candidate will gain a new, more focused sense of direction.

Negative with conditions means that the situation is more serious. The candidate will need to make specific changes of direction to address notable shortcomings, likely in at least two of the criterion areas. Again, the conditions should be quite specific. If you receive a negative with conditions recommendation, one of the factors to consider in your planning is whether it is realistic to try to accomplish everything that the conditions require.

A Negative recommendation has different consequences depending on when it occurs. The general meaning is that Western wants the candidate to pursue another job elsewhere. Appeals are possible, and the requirements for Notice (discussed in Article 17.§11) must be followed. In the very rare case of a first year review, a negative recommendation may be given solely on the basis of competence. I will address the details and consequences of negative recommendations in another article.

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Vice President  
Allen Zagarell  
Contract Administrator  
Joetta Carr  
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My main points here are to clarify, at a conceptual level, the meaning of recommendations that have conditions attached, and to offer you assistance if you receive such a recommendation. We are ready here in the Chapter office to help you understand and clarify what a “with condition” recommendation might mean for you. So please be sure to contact us right away.

#### Voting in Department Meetings

We will be scheduling a workshop on Department Policy Statements (DPS), and circulating information about DPS

issues over the next couple of months as part of our ongoing effort to keep faculty governance strong at the department level. One key point has come up recently that has to do with voting. A vote is a particularly effective way of making clear to the administration precisely what the views of the faculty are on a particular issue. A vote can also be a tool that your department chair uses to explain your rationale to the Dean. It's not exactly a case of vote early, vote often, but rather of voting strategically and regularly to make your voice heard.

## WMU-AAUP Committees and Universitywide Service

*Allen Zagarell, WMU-AAUP Vice President*

### **We need participants from every department.**

Many of you have volunteered to participate in our WMU-AAUP committees. You have helped our union remain current in the issues facing us, have allowed us to develop longer term strategies and to propose realistic changes to our contract, but we will need even more help in the next period of time. We will be entering into very difficult negotiations in approximately one year. We are facing threats from our state legislature to cut our salaries and increase our health-care benefit costs. We need you to help our union deal with the new challenges we face. We need greater university-wide participation on our committees so we can prepare for the potential difficulties we are likely to face and to plan for our future.

### **Union Service is University Service.**

We know how busy our faculty is. However, the Contract makes clear that service for the WMU-AAUP is service for the University. That means that union service is to be included in your yearly PARs as service to our university-wide community. It is part of workload. We are asking our Association Council Representatives, and all bargaining faculty members, to make sure that when committee participation is assigned at the end or the beginning of an academic year that union committee assignments be included in the workload division. We hope that at least one individual be assigned to a union committee from every department and potentially more than one from larger departments.

Higher levels of participation will strengthen our union and assure that multiple points of view are represented in our decision making process. See below for a list of current

committees. If you would like to suggest other committees please feel free to contact us. We look forward to hearing from you.

### **WMU-AAUP Committees & Committee Charges**

**Advocacy Committee:** In general to explore areas of potential action and organization relating to goals larger than our individual university. In the near future this committee will concentrate on bringing together the Michigan academic unions to work on a unified and expanded investment in education.

**Benefits:** To analyze usage and costs of our present package of benefits from year to year. Compare our package and its relative value to other comparable academic institutions. Review trends in the health care world and make timely recommendations to the WMU-AAUP Executive Committee for immediate and longer term strategies (particularly preparing us for 2011 negotiations).

**Budget Committee:** To examine our union budget as a whole. To periodically review expenses and practices with an eye to be as frugal as possible, given our objectives. To examine and recommend responsible investment policies. To posit various realistic scenarios into the near future and to develop strategies and dues levels to deal with them. To look at other unionized universities and compare our expenses and policies with theirs.

**Compensation and Equity:** To analyze the breakdown of salaries and total compensation at our university. To compare it to other academic institutions at our level. To examine academic salary trends over an extended period of time, and

projections for the future. To break down WMU's salaries by gender and rank, and field in order to determine equity, and fair and comparable salary distributions at other institutions. To study and recommend remedies to any shortcomings determined to exist, either on a comparable university level or on any of the equity measures.

**Finance Committee:** The Finance Committee is responsible for gathering, summarizing and analyzing data from the University's budget audit.

**Joint Appointment Committee :** Although some changes were made to the contract concerning Joint-appointed faculty a number of potential problems remain. This committee will look at some problems which have emerged since the signing of the contract and will suggest language and procedures to be included in our new contract.

**Liaison Committee:** All those recruited by the AAUP to serve on university-wide committees should periodically meet, perhaps twice a year, to discuss their experiences and information potentially important for the university and union alike. A member of the Executive Committee should be made responsible to assure such meetings take place, and to be the liaison with this committee and the Executive Committee, passing on relevant information.

**On-Line Learning Committee:** This committee is the product of an LOA agreed to jointly by the WMU-AAUP and the Administration to look at the online learning program at WMU. The committee should be examining questions of compensation, ownership, questions relating to departmental workloads, and departmental policy controls related to shared governance.

**Union Study Committee:** To investigate and make recommendations concerning our relationships with other academic unions.

**Workload Committee:** An analysis of the workload of faculty at WMU. It will look at the breakdown of the university by ranks, tenure track and term, percentage of full and part-time and evidence of changing trends. It will evaluate the percentage of classes and students taught by various types of faculty. It will examine the number of committees, standing and ad hoc faculty are required to take part in. It will compare workloads by department and college. It will take into account the totality of activities faculty are expected to take part in and the pattern of changes in workload over extended periods of time.

## Part Time Instructors' Organization Negotiation Update

*Joetta Carr, Contract Administrator*

The Professional Instructors Organization (PIO) is our new union of part-time instructors on campus. The PIO is currently in negotiations with WMU for their first contract. Three members of the WMU-AAUP negotiation team met twice with members of the PIO negotiation team in the fall. The WMU-AAUP salutes the PIO for their success in organizing efforts under the direction of AFT-Michigan. Karl Schrock is the newly elected president of PIO, Steve Cartwright is vice-president, and Kathy Curtis-Smith is treasurer. Shanda Blue Easterday is the lead negotiator.

PIO's first negotiation session with the WMU administration was in September 2009. Meetings continued in the fall and became more frequent in December and January. Nearly twenty new articles have been crafted in draft form, and several have reached tentative agreements.

The PIO completed an extensive survey of part time instructors at WMU that received widespread participation from throughout the University. Key issues for most

members include job security, working conditions, and compensation. The bargaining team continues to move ever closer to completion of non-economic articles. In coming weeks they anticipate exchanges of salary and benefit proposals with the administration with the intent of addressing some of the greatest inequities facing part-time instructors. PIO hopes to have a contract by the end of March.

Contingent faculty are very valuable to WMU but do not share any of the protections up to this point that full-time bargaining unit faculty enjoy. We wish our new sister union well and look forward to having a successful conclusion to their negotiations.

PIO President Karl Schrock says, "Part-time instructors are excited to see bargaining support posters on doors of AAUP members and Teaching Assistants. We greatly appreciate the support and kind words from the AAUP and its members, and we look forward to continued collaboration in the months and years ahead."

## 2010 Spring Workshops

### Department Policy Workshop

Monday, March 22nd

11:00am-Noon

Room 157, Bernhard Center

The workshop will include the following topics:

- Mandatory first paragraph
- Mandatory policies
- Permissive policies
- Curricular and budgetary policies
- Department policy statement review

### Tenure & Promotion Workshop

Friday, April 2nd

1:00-2:00pm

Room 242, Bernhard Center

This workshop is for those of you serving on tenure and promotion committees, but all bargaining-unit faculty scheduled for tenure and promotion review are also invited to attend.



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**ADDRESS SERVICE REQUESTED**