



Did you know ...

Jo Wiley, WMU-AAUP Vice President

That 2008 is a contract negotiation year for our Chapter? It's too easy to lose track of time and too hard to recall all of the issues we've fought over in previous years. Even more difficult is keeping track of the particulars of the *Agreement* we currently work under. Adding to this problem are administrators who seem determined to either purposely breach the *Agreement*, ignore it, or blatantly lie about it.

Staff and leadership are already gearing up for the coming negotiations and, in doing so, are intent on reminding members (through weekly "Do You Know" e-mail communications) of current contractual obligations that have recently been challenged by administrators or issues that need attention and consideration as our Chapter heads into what is expected to be very difficult bargaining sessions.

In knowing what's happening and what's in our *Agreement*, you protect yourselves and other members. It is becoming imminently clear that

we all need to look out for each other. Our contract language may split members into categories—traditionally ranked, tenure or tenure-track, faculty specialists, and board appointed term—but we are one union, and that is where we get our strength. We all need to know what is guaranteed to each other. For example, tenure-track faculty knowing what term-appointed faculty are assured of (medical benefits, for example) allows colleagues to look out for each other. We have discovered cases where academic year term faculty, whose appointments were not renewed, had medical benefits cut-off at the end of the Spring semester. Apparently, they didn't know their contract well, and no one else stood up for them.

What can you do to help? Keep an eye on the "Did You Know" e-mails, participate in "Lunch Table Discussions," and share your observations and/or concerns with leadership so that we can keep information flowing.

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CAGO Update

Heidi Vogley, Contract Administrator

& Lisa Whittaker, Grievance Officer

Grievances

New grievances: While no new grievances have been filed during the fall semester, numerous faculty concerns and issues have been resolved through meetings with members of the administration.

Closed Grievances: Three grievances have been closed within the last few months.

One individual grievance on a promotion resulted in a new review.

One chapter grievance on workload in the College of Arts & Sciences has been closed with the signing of an amended letter of appointment.

One chapter grievance on tenure in the College of Arts & Sciences has been closed with the signing of a letter of agreement on working conditions.

Outstanding grievances: There are three outstanding grievances and one outstanding ULP.

Unfair Labor Practice filed with the Michigan Employment Relations Commission (MERC) against the College of Aviation. It is adjourned without date pending additional negotiations while parties try to work things out. On September 6, 2007, a letter of agreement was signed by WMU contract administrator and the WMU AAUP providing a two year extension of appointments of

ten (10) aviation specialists who are currently in their fifth consecutive one-year renewable terms. The two year extension will begin at the end of their current appointment term. The aviation specialist position will be reconsidered in the 2008 negotiation of the WMU agreement.

One chapter grievance related to workload in the College of Education is in process. Arbitration scheduled for July was postponed due to change of administration. A response is expected by the end of October, 2007.

A chapter grievance regarding handling of property and data is in process. A letter of agreement was written and is pending approval by the AAUP.

An individual grievance in the College of Arts and Sciences regarding alleged professional misconduct has been tentatively resolved based on a pending transfer to a different department. The response to the transfer is expected sometime this academic year.

Activity: Several faculty members have brought forth issues relating to harassment and / or discrimination. The specific topics include pay equity, and hostile environment related to staff, faculty and administration. Although these concerns recently presented have not developed into grievances, the union is active in supporting each faculty in resolving the issue.

Please keep in mind that in order to resolve issues documented factual information is important. Also, know your contract.

An Open Invitation to Our Retirement Seminar

A. D. Issa, CFP, CDFIA

Emeritus Professor of Finance

The Retirement Seminar scheduled for the Spring Semester of 2008 will be our 21st. In the past, over 500 faculty and staff managed to take advantage of this seminar.

One participant said, "I wish I had taken this 10 or 15 years ago; I would have avoided so many costly mistakes." Another participant asked, "Where were you when I needed you?"

The seminar is a thorough presentation of the key issues that impact your life before and during your retirement. It is a **two-hour a week, eight-week long seminar** presented by four different experts. Dr. Issa presents the majority of the seminar in which he discusses the steps you need to take to "de-clutter" your financial house and design a long-term investment strategy. He takes you for a guided tour to the TIAA-CREF village where most of your retirement funds reside. He also examines your current portfolio, points to its pitfalls, and suggests ways for an extreme makeover based on your risk profile.

Realizing that the money you have stashed away during your working career needs to be preserved and distributed, the seminar guides you through two important wealth preservation instruments, namely, estate planning and long-term care insurance. Our regular estate planning attorney, Robert Taylor, will tell you why estate planning matters and how to go about creating an estate plan that ensures that your financial legacy promotes your cherished values and causes and, if need be, lowers your taxes.

The seminar highlights the need to establish a financial plan firmly grounded on a sound risk management program that will protect you and yours financially in case of unexpected life adversities, such as disability or chronic illness. Hamilton Scharff, our expert on insurance, offers advice as to when, why, how, and where you should be acquiring long-term care insurance (LTCL) tailored to your unique circumstances.

Of course, retirement brings others changes as well. Dr. Scheu's exciting presentation addresses the factors you ought to consider in choosing your housing arrangements during the next phase of your life. Among other things, he highlights the "downsizing" and "relocation" decisions that you may have to face along with the tax implications stemming from such decisions.

The seminar is offered to you free of charge, courtesy of the WMU-AAUP. If you think that such a seminar would be helpful to you and you are **under 50**, please email (staff@wmuaaup.net) or call the WMU-AAUP (269.345.0151) and ask to have your name added to the Retirement Seminar list. The seminar starts the week after spring break at 7:00pm. Seating is limited to 30 participants, including partners.

Mark Your Calendar

Campus Equity Week

October 29—November 2nd

Association Council

Thursday, November 15

4:00pm

Room 157, Bernhard Center

Association Council

Thursday, January 24

4:00pm

Room 157, Bernhard Cen-

Campus Equity Week

Jo Wiley, Vice President

Be a part of a national movement to build community with and solidarity among contingent faculty while educating the public and campus communities about issues facing higher education because of the erosion of traditional faculty appointments.

Campus Equity Week (also known as Fair Employment Week in Canada and some parts of the U.S.) is from October 29th to November 4th. Please participate, no matter whether your actions can be large or small.

Are you wearing a button?

The AAUP office has distributed buttons to Association Council representatives to share with faculty members.

Term-appointed contingent faculty are often hired at the last minute, given unpopular courses to teach, and are assigned to what tenure-track faculty would consider egregious teaching schedules. Most receive minimal compensation and little to no direct appreciation or recognition. Ask your AC rep for an "Equity for Contingent Faculty" button to wear throughout the week.

Part-time appointments make up nearly a third of WMU's faculty. Many have qualifications equal to tenured or tenure-track faculty and want to be hired into fulltime positions. Most receive disgracefully low pay (EUP rates) while teaching up to three classes a semester. They have no contractual protections, yet they return year after year because they are committed to Western's students, even though they often feel invisible on campus. They will be wearing ghost pins during Campus Equity Week. If you notice one of your part-time colleagues without one, suggest s/he ask the AC rep for one.

Remind Yourself and Bring along a Colleague

The WMU-AAUP is hosting four showings of two documentaries (see schedule below). "Degrees of Shame" exposes the situation of full-time scholars hired to teach in high educational institutions on a part-time basis—to save money. "A Simple Matter of Justice" focuses on actions being taken to change the working conditions of contingent faculty members.

It's easy to forget "what was" and to ignore "what might be," but we simply can't keep our eyes closed to "what is." The showings of these documentaries provide opportunities to create understanding and to build the community and solidarity that will be critical to successful negotiations in 2008. Come alone, invite a term or part-time colleague to come with you—who might be hesitant to come otherwise, or bring a community member who thinks "It's all fine on the Western Front."

Let's Talk

The AAUP leadership wants to hear what you have to say, and they are using Campus Equity Week as an opportunity to do that. Officers, Executive Committee members, and Association Council representatives will be available following each of the four documentary showings to talk about your current eq-

uity issues and what you see as key concerns for the upcoming negotiations.

You don't have to watch the documentaries to join a "Let's Talk" session. Just show up and join in. (See schedule below.) Come even if you just want to hear what others have to say or meet faculty from across campus. "Let's Talk" sessions may break into discussions focusing on term, faculty specialists, and traditional faculty members' concerns, if there's interest.

[In case you are wondering, yes—there will be refreshments, and not just the usual cookies and lemonade.]

Tuesday, October 30th

Room 106-107, Bernhard Center

1:00 pm	Degrees of Shame
1:45 pm	A Simple Matter of Justice
2:30-3:30 pm	Let's Talk
5:15 pm	Degrees of Shame
6:00 pm	A Simple Matter of Justice
6:45-7:45 pm	Let's Talk

Wednesday, October 31st

Brown & Gold Room, Bernhard Center

11:00 am	Degrees of Shame
11:45 am	A Simple Matter of Justice
12:30-1:30 pm	Let's Talk
3:00 pm	Degrees of Shame
3:45 pm	A Simple Matter of Justice
4:30-5:30 pm	Let's Talk

WMU-AAUP

Winter Office Hours
8:30am—4:30pm

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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.



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