

President's Report (3/25-4/12)

Submitted by Carol Weideman

- Holding regular office hours/meetings
- Signature for payments
- Membership communication – email updates, cards, etc.
- Fourth Friday Happy Hour for 3/22 (~30 attended)
- Meeting with Provost Bott and Nancy Mansberger 3.27; report provided by MSM
- Meeting with Board of Trustees Chair, James Bolger, 3.27. Conversation was an opportunity to discuss future of WMU and our new leadership roles.
- Attended Title 9 Review Discussion, 4.2.
- April 1 Montague House Chapter Coffee (very low attendance; recognize need for email reminder)
- Preparation meeting (3.26) and Pop-up table in Sangren Hall regarding membership benefits with TAU and PIO. Event occurred April 3, 10-11:30am.
- Attended "National Center for the Study of Collective Bargaining in Higher Education and the Professions" (NCSCBHE), April 7-9, 2019 with MSM. See below for summary
- Officer meeting 4.10
- Gold Gathering – 4.11
- Think Big Phase 3 design workshop attendance, 4.11

Noteworthy NCSCBHE Conference Workshops/Panels Summaries

Health Care Bargaining: Provided a case study and placed into either bargaining unit or administration/management team and asked to put a proposal together (with very limited information.) Presenters noted common issues/trends including the 'vitriol' of the faculty at the bargaining table, trend of increasing cost to family policies, push for increasing deductibles, more preauthorization required, more narrow networks, and wellness programs (allow high premiums for non-participating.) The 3 parts to **balance** include 1) design, 2) provider efficiency (fees correct? Etc.) and 3) member behavior (personal health choices, decisions on how to seek care, and choices on how claims are made.) **WORK AHEAD** with a bargaining committee, ask for meaningful information from HR (what facilities are cost effective, most cost-effective location for services such as MRI's, etc.) **An interesting comment was to evaluate the data on use of services associated with high workload/burden** such as counseling services, chiropractor, stress reduction, injury, etc.) Suggested the need for the bargaining unit to understand the costs, terms, understand the components of the plan AND have experts available for discussion.

Plenary – History of Janus and origins of right to work. Take back the phrase "Right to Work" to mean right to work in a work place that has good working conditions, i.e. a phrase to be proud of.

Mending Fences: the need for Radical Transparency. Presenters from administration and union were present and provided the immense challenges of the Pennsylvania State System of Higher Education (PASSHE). There was a significant distrust in the data, so both sides worked together on the data and interpret what it meant. **SHARE... LET'S TALK** together. Stressed the need to involve faculty in the plans of reinventing the PASSHE 'system'. Stressed the importance of the long-term impact of cutting the programs or closing the colleges that were in deepest debt as increasing (historic) racial inequality. Shared the personal experiences of how the two opposing sides built a relationship (meetings, lunches, dinner, coffee, etc.) and trust (sharing and interpreting the data AND bringing the data to the table and interpreting together.) "It isn't rocket science."

Peer Review and Student Evaluations: **Please change the terminology to Student Surveys.** Discussion of the need to remove (biased) student surveys out of the P&T process (provided example contract language on use of surveys). Voiced challenges of the use of peer evaluations in many institutions; suggested a way to challenge the institution's resistance to peer evaluation in T&P would be to investigate the institution's investment in the process. Are there workshops? Forums?