

## Vice President Report for the WMU-AAUP Executive Committee

Prepared by Natalio Ohanna

January 11 -- July 9, 2021

(this report is representative, rather than all inclusive)

Assisted the Chapter President on a daily basis regarding communications, statements, Chapter strategies, and in the planning of Officers, Executive Committee, Association Council and Chapter meetings

Assisted the Grievance Officer in numerous individual and Chapter grievances, and in other contract-related issues (e.g. Arts. 42, 33, 41, 17, 12, 29, etc.)

Assisted the Contract Administrator in reviewing and identifying contract violations in letters of appointment

Assisted the Negotiation Team on contractual issues and definitions

Outreach coordination, in collaboration with Lori Maguire, and drafting of new messages for membership outreach plan

Communicated with members to prevent suspension of dues payments or to encourage the resumption of dues-paying membership

Chaired regular WMU-AAUP provost meetings

Assisted members in working conditions and workload issues in the College of Health and Human Services, the College of Education, the Haworth College of Business, the College of Arts and Sciences, University Libraries, and the College of Fine Arts

Numerous individual consultations with Chapter members by email, over the phone and by Zoom, which have taken the place of traditional office hours

### Issues of broad scope:

- The erosion of shared governance at WMU
- New Covid-19 Health and Safety Plan: contradictions and potential problems
- The role of Academic Labor Relations in recent grievances
- Accommodation requests related to health and/or safety concerns
- Inventions and Proprietary Information policy in conflict with the Agreement
- College of Fine Arts unilateral policy in conflict with the Agreement
- CEHD unilateral workload policy in conflict with the Agreement
- New hybrid faculty-administrator position in the Office of Academic Labor Relations
- Research misconduct policy in conflict with the Agreement
- The prospect of mandatory vaccination at WMU
- Working and teaching modalities for Summer II and Fall 2021
- Policy on hiring outside of Michigan and impact on current and future faculty
- Tenure in the context of transition from faculty specialist to traditionally-ranked faculty
- Diversity and inclusion in WMU-AAUP
- Investigation of workload increases and potential violations of Art. 42
- The use of legal counsel as regular review board member in Step Two grievance
- Misinterpretations of Art. 41 (Preference) by multiple chairs