



Negotiations 2011

Allen Zagarell, WMU-AAUP President

We are entering a new contract negotiation cycle. 2011 promises to be a particularly challenging year, given the economic difficulties our state is facing. The situation is particularly difficult for us because we have subsidized Western for many years. Western faculty have salaries in the lowest quintile compared to other graduate intensive institutions. We have already accepted changes to our health care coverage, making it more efficient, meeting some of the requests of the administration. We cannot allow our benefits be cut any further, making us less competitive for high quality faculty in the national market. During Negotiations 2011 we will need to be more effective, more united, more active, than ever before to assure success.

We are starting a little late this year because of the extended elections but we are moving quickly to catch up. The executive will have completed the interviews for and will have selected the Chief Negotiator and the Negotiation team by mid-February. We have already taken steps to provide them with the best and most extensive training ever offered to a team. The Michigan AFT and the Michigan AAUP have agreed to provide us with intensive **joint** training. They are both ready to do this free of charge. Moreover, the WMU-AAUP is planning not only to offer negotiation training for those on the team, but to widen the group involved in training. For the first time in WMU-AAUP history we will provide training for those who would like to be involved in negotiations in the future. Hopefully, both Executive Committee members and Association Council representatives will avail themselves of this training. We will be asking for applications from those who may be interested. We expect all those

who receive training to be active in the 2011 Negotiation campaign.

Many of you may already realize that negotiations are more than arguments made at the bargaining table. While negotiations demand lucid arguments and good strategies they are even more about power than about arguments. The administration constantly questions whether the faculty support the negotiation team. The mobilization of the faculty, and the public expressions of faculty support are as important to negotiations as anything said at the table. When the faculty are mobilized and active the administration is much more likely to be receptive to faculty negotiation positions. The AFT and AAUP have offered not only to train our negotiation team but also our negotiation support team (that includes AFACT – the AAUP Faculty Action and Concerns Team - and the S committee). The support team includes the people who organize our demonstrations, give the union a public voice, mobilize our faculty, and organize the logistics of any actions we feel compelled to undertake. This year is the first time our support committees will receive this kind of training. It's an exciting prospect that we really need to take advantage of.

An important aspect of negotiations is making sure we are aware of the priorities of our members. To some degree we do this through surveys, where every member has a chance to express his/her opinion. However, the most effective method is by actual meetings with the various departments. During the last negotiations, the executive and the negotiation team members met with 38 departments. In these meetings, we are able to communicate the leadership's needs and sense of direction to the departments, but most

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importantly we hear what our members want. The power of the faculty testimony often strengthens the resolve of the negotiation team and the union's leadership. It is important that we hear directly from you. We will also be adding an Information Officer to the leadership ranks, which will allow us to better organize our Public Relations work, and add new media to our strategies.

The union is stronger than it has often been entering into negotiations. We have broader support than ever. We have the support of a newly active and organized Michigan AAUP, representing the collective bargaining and advocacy chapters of the Michigan AAUP. We have the active support of the Michigan American Federation of Teachers, with their many resources. On a local level we

are in regular discussion with the PIO (faculty part-timers' union) and TAU (teaching assistants' union) with whom we share a multitude of interests. We will also be consulting with the other employee groups on campus, as well as meeting with the WMU-AAUP retirees. These groups have given us considerable support in the past, and we will ensure that we continue to have it in the future.

We are moving, but we need your support. We need you to schedule department meetings with our staff as soon as possible (staff@wmuaaup.net). We need you to volunteer for AFACT and our S committee. We need you to take part in our training sessions. With your active participation we are better situated to protect all our interests.

Department Meetings

Stanley Pelkey, WMU-AAUP Vice President

With contract negotiations rapidly approaching, it is imperative that we, the members of the WMU-AAUP, accelerate the pace and broaden the channels by which we communicate with one another. To that end, the Officers and members of the Executive Committee would like to begin meeting with as many departments across campus as possible.

Such meetings are not meant to circumvent communication through your representatives on the Association Council, nor will they replace the opportunity for individual faculty members to seek the assistance of the Officers. Rather they will provide an efficient means by which all members of the WMU-AAUP can share their concerns

and give voice to their priorities regarding compensation, benefits, workload, and numerous other issues related to our professional lives at WMU.

By the time negotiations begin, the union leadership and the Negotiation Team must have a clear sense of the collective expectations of the faculty, and we must all have a firm understanding of the strategies we will be prepared to follow to ensure our mutual success. Now—more than ever—everyone's involvement is necessary!

Please contact me (vp@wmuaaup.net) or the WMU-AAUP staff at the Montague House (staff@wmuaaup.net) and we will be happy to assist you in setting up a meeting with your area, department, unit or school.

2011 Association Council And Chapter Meetings

Association Council and Chapter meetings are held the **3rd Friday** of the month at **1:30pm**. All bargaining-unit members are invited to the Chapter meetings and may also attend Association Council meetings.

Association Council	Friday, February 18th	1:30pm	Room 157, Bernhard Center
Association Council	Friday, March 18th	1:30pm	Room 105, Bernhard Center
Chapter Meeting	Friday, April 15th	1:30pm	Room 105-107, Bernhard Center
Association Council	Friday, September 16th	1:30pm	Room 157, Bernhard Center
Chapter Meeting	Friday, October 21st	1:30pm	Room 157, Bernhard Center
Association Council	Friday, November 18th	1:30pm	Room 157, Bernhard Center

Michigan Conference of the American Association Of University Professors (MIAAUP)

Michael G. Bailey, MIAAUP Executive Director

As a quick reminder, or maybe an introduction, the Michigan Conference of the AAUP is a federation of all of the AAUP Chapters in the State of Michigan. These Chapters are found at public and private colleges and universities, and community colleges throughout the State. Since the decision to form a conference in 1951, the Conference has grown to 17 chapters with nearly 500 members at 31 campuses.

There are many advantages in belonging to a State Conference. A much larger, more coordinated and far-reaching response to concerns at the Chapter and State level can be organized. In planning and offering meetings, conferences and seminars on issues related to academic freedom and tenure, shared governance, professional and membership development and negotiations training. In preparing and distributing studies and current articles on issues affecting higher education at the institu-

tional, state and national level. In providing a stronger and more consistent message to other higher education groups who may want to organize a new AAUP Chapter for our Conference.

As the new Executive Director of the Conference, my role is to facilitate these advantages to you. The central location for this information will be the Conference website, which I encourage you to visit frequently. You will also receive Conference newsletters and email messages informing you of pertinent issues, directing you to the website, or providing links to other sites.

I look forward to visiting and learning more about your Chapter. Please feel free to contact me any time with questions or concerns at mg_bailey@msn.com or visit our website at <http://www.miaaup.org/>.

Contract Considerations: On the DPS and Recommendations

Paul Wilson, Interim Contract Administrator

There's a strong imperative in Article 23.§2: "Department faculty **shall** develop Department Policy Statements..." Contractually, each department must have a DPS, but faculty are bothered at times because of what comes next, "...which shall govern the means by which the faculty make recommendations to Western..." Recommendations? Aye, there's the rub. But there are different kinds of recommendations, and at least a couple of areas where department faculty speak with definite authority based on the DPS. And the DPS has other useful functions.

For example, an effective DPS allows department faculty to be

- well organized as they carry out their shared governance responsibilities, e.g., hiring, monitoring and improving academic offerings, student evaluations of faculty, sabbatical recommendations
- more subject matter specific in articulating criteria for tenure and promotion reviews

- fair and thorough (i.e., due process) as they engage in tenure and promotion reviews and make recommendations about work assignments

On the first point, governance responsibilities, it is crucial to include in your DPS all aspects of faculty governance that actually take place in your department. Your DPS should address how ad hoc committees may be formed, how membership is determined, to whom they are responsible and how they will report, and how long they will last. Conflicts in function and authority will surely result if you have a persisting ad hoc committee that overlaps with a permanent committee, so it may be time to revise your DPS to clarify how faculty governance should work.

On the second point, tenure criteria, our current Provost, Dr. Timothy Greene, has mentioned in several promotion and tenure workshops that he prefers to have guidance from department faculty about how to interpret accomplishments in their particular areas. The DPS is the appropriate means by which to provide this guidance; candidates up for review should be aware that the DPS section

on tenure criteria should accompany their portfolio when it goes to the Provost's office.

On the third point, there have been process questions cropping up quite recently. In several departments, concerns have arisen about external reviews. The contract allows for, but does not require, external review. The procedures are spelled out in Article 17.5.5. The same issue has arisen in each of the last two years when a department's (and perhaps a college's) faculty have been informed that everyone will be required to undergo external review, both in the current year, and for all reviews to come. This is clearly a contractual violation for several reasons. The Agreement's language is unequivocally singular in referring to "the candidate" and "a candidate's final review." The external review may be called for by the candidate, the department tenure committee, or the department chair. For one of these eligible parties to rule unilaterally, in effect, takes away the discretion of the other parties to make or to participate in the decision.

17.§5.5.1 does encourage departments to develop policies for external reviews so that the process inside the department is clear on such points as how many reviewers there shall be (with a minimum of four). 17.§5.5.1 is also helpful on how to select the reviewers and points out how the review process is to be guided; your department may wish to make your DPS more specific than the Agreement in these areas.

There is another area in which the DPS has some direct force: Workload. Article 23 Faculty Participation in Department Governance deals directly with the required and optional elements of the DPS, but Article 42 Work of the Unit: Workload, Class Sizes, and Scheduling of Classes also establishes two crucial functions for the DPS: Setting class sizes, and measuring workload.

42.§14 Class Size Capacity Recommendations and Approval Process establishes that after a department's faculty and chair agree on class size maxima, and they are approved by the college's dean and the provost, "class size **shall not be increased** above a recommended and ap-

proved cap without the approval of the assigned faculty member or an appropriate department committee..."

42.§14.1-42.§14.4 address the few exceptions, but here, as above, the "shall" is imperative. When the faculty and Western agree on this aspect of department policy, it is no longer a recommendation but standard operating procedure.

42.§5 Measuring Workload emerged during the 2005 negotiations when then Chief Negotiator Jon Neill realized that we needed to understand differences between work assignments. As a result, department faculty, "in consultation with the chair...may develop department guidelines for measuring workload in terms of credit hours." Please note that a department is not required to develop a table of credit hour equivalents for different kinds of work assignments. However, if you do so, there are benefits, as outlined in 42.§5.1 and 42.§5.2.

From 42.§5.1, "The guidelines will take into account, at a minimum, the following factors for which adjustments of classroom teaching loads **shall** be available." The list of factors is five lines long, so it is worth consulting to see how it would apply to your own department and your situation. What is important here is, again, the imperative "shall" which requires that, if your department has an approved table of credit hour equivalents and you are doing one of the specified assignments, your workload must be adjusted.

42.§5.2 does not have as much force because its language specifies "factors for which adjustments of classroom teaching load **may** be available." However, it does embody recognition that there are assignments for which it is recommended that workload should be adjusted, and provides a basis for making such a case to your chair.

Your Department Policy Statement, thus, does include instances where what it specifies must be followed, as well as instances where the processes it specifies allow for recommendations. It can be very useful to be aware of this distinction, and how it affects your rights.

Looking For The Amount of Dues You Paid Last Year?

The amount of dues deducted from your payroll for 2010 can be found electronically on your last pay stub in December. You can find this by going through the Employee Self Service channel in GoWMU.