



Negotiations and the State Priorities

Allen Zagarell, President

During past negotiations the WMU-AAUP was largely concerned with our own campus and our own working conditions. What occurred on a broader state or national level had little effect on our tactics or demands. This is no longer the case. More and more our strategy and tactics are determined by forces less under our immediate control than ever before. We are confronted with a major economic recession, We are confronted by a much more hostile, and aggressive legislature than we are accustomed to seeing. We are experiencing a national attack on collective bargaining. In order to defend ourselves against these attacks on our university, students and community we need a more active union that is concerned both with local and state issues, and a broader spectrum of friends and allies who will support our concerns. The state political and economic context helps set the parameters for our negotiations and progress.

Some of the legislative attacks are direct, threatening our very right to collectively bargain, or our right to carry out legitimate union activities on campus. Note the concern for right to work laws, and limiting the ability of unions to utilize employer facilities to meet and help their constituents. Other attacks are indirect, but just as dangerous. Consider the recent amendment to the state education budget. State Representative David Agema proposed an amendment, which was incorporated into the House Education Bill, to penalize universities who support health care benefits to unmarried co-residents, by imposing a further cut in funding. The Agema amendment targeted the Designated Eligible Individual provision in our present contract as

well as similar programs at other higher education institutions. Similarly, legislators have threatened possible cuts in funding should universities raise their tuition above certain arbitrary levels, thus threatening our autonomy. This political coercion is combined with an anti-labor, anti-collective rhetoric, denigrating public employees, and education, largely funded by a handful of radical organizations and individuals (Particularly ALEC and the Koch brothers). Despite the unprecedented level of Michigan union cooperation and activism, both public and private, and the growing support of a broader community, these attacks by necessity influenced our negotiations.

We were forced to carry out expedited negotiations, resolving differences in a much more limited period than usually is the case. We did this because of the potential threats of a radically anti-labor legislature and possible legislative restrictions on our ability to negotiate. We are aware of the anti higher education bias of our legislature, their failure to invest in our children and our state. We have been forced to fight back and publicly argue for investment in the infrastructure of Michigan. We are responding to the attacks on faculty and public workers by reporting on the contributions of our faculty, and all WMU employees to the health and well being of our Greater Kalamazoo community. We are asking all our faculty to participate in the survey now being distributed to help tell our story to our community. We have been forced out of our stupor to look for a wide array of allies who will support us in our struggle to change the priorities of the legislature. We have developed new rela-

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tionships with the wider community. We have a very active WMU-AAUP Advocacy committee, and that committee has taken the lead in establishing ties with local unions, and progressive community groups. We play a major role in our regional Community Action (CAT) group; this group is part of an organized state-wide movement to create a counter discourse to some in our state legislature.

Our state MI-AAUP has newly been playing an important coordinating role in mobilizing all the state AAUP unions to help change state priorities. Nevertheless, despite its new level of activity the MI-AAUP is not able to alter the anti collective bargaining orientation of our legislature. Sadly faculty unions in our state are fragmented. Public university faculty in Michigan are divided between the Michigan AAUP, the Michigan Federation of Teachers, and the Michigan Education Association as well as those who are still not organized. This fragmentation significantly limits our effectiveness to counter the anti-union rhetoric in Lansing. We are working hard to bring us together, to speak with a single voice. Faculty need a state-wide advocate.

This struggle for a more active AAUP voice is being waged within the national AAUP as well. The national AAUP has often not associated itself with active orga-

nizing drives. Unfortunately, it has tended to be satisfied with statements and studies about the Professoriate rather than providing leadership to counter the national attacks we are facing. A new direction has emerged during the direction of Gary Rhoades, the General Secretary of the AAUP. He along with his allies have been tireless in fighting for a pro-active AAUP. He has called for an active defense for Higher Education, in opposition to the campaign against public institutions and helped organize faculty to spread the word. He has supported a cooperative campaign to bring unionism to new campuses. He has worked for cooperation between the AAUP and other faculty unions to assure shared governance and the success of public education. This is a refreshing change from the past practice of the National AAUP, and reflects the new challenges we are facing. We strongly support his leadership and his advocacy of an AAUP dedicated to unionism and a socially engaged faculty. That is pathway to progress and the improvement of conditions for faculty and the success of higher education. We need an AAUP dedicated to unionism as a guarantee for continued shared governance, academic freedom, and the economic welfare of higher education.

These are special times. We are working together with allies to help shape our future. We need your support and involvement. Our unity is our greatest asset.

New Issues, New Communications

Norman Hawker, Information Officer

Now that Phase II of the efforts to improve our contract have begun, it's more important than ever that we stay in touch with each other. Discussions aimed at revising the faculty governance provisions of our contract may require action on all our part and mobilization over the summer months can prove especially difficult.

To help, we have set a WMU AAUP page on Facebook and an account on Twitter. Links to the Facebook page and the Twitter account can be found on our union web site: <http://www.wmuaaup.net/>

In addition, we are working on setting a blog for both WMU AAUP and the Advocacy Committee to provide you with regular news, information and commentary from campus, Lansing and Washington that will be time useful and timely to our role as faculty in these challenging times.

With your help over the summer, we hope to have strengthened the faculty governance provisions by fall. Then we will need to concentrate on our part in securing the future of our University and its funding in Lansing and in Washington.

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, 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

WANTED: WMU Activists

Nancy Mansberger, Grievance Officer

Are you concerned about the challenges being faced by our profession and our institutions posed by recent priorities and goals of recent state and federal legislation? Are you looking for sources of current, breaking news regarding the ongoing status and passage of Michigan legislation that directly affects you? Are you interested in learning of the broad array of opportunities available weekly for you to raise your voice or to help influence the policy agenda in Michigan and elsewhere?

If any of these questions describe you, you may be interested in connecting with the WMU-AAUP Advocacy Committee. The WMU-AAUP Advocacy Committee is a relative newcomer to the array of faculty union committees. The Advocacy Committee was born this past spring by a number of faculty members interested in becoming actively engaged in advocating on a state and regional level for issues that are close to our mission as unionized higher education faculty. The members of the WMU-AAUP Advocacy Committee are interested in supporting faculty members who want to make an impact on the greater policy environment in which higher education exists.

The Role and Purpose of the WMU-AAUP Advocacy Committee:

The founding members of the WMU-AAUP Advocacy Committee have identified the following roles and purposes for our committee:

- To provide our community, region, and state a viable and proactive policy narrative to counter the market-based drive to “corporatize” the university and the education profession at large.
- To inform WMU faculty about the legislative and policy issues that are:
 - ◊ Impacting the goals, operations, and funding of the University, or those
 - ◊ Targeting the rights of educators and public employees to collectively and democratically negotiate working conditions and wages
 - ◊ Mandating conditions that limit our academic freedom regarding research, teaching, and publication,
- To provide WMU faculty information about resources, issues, and opportunities to become engaged in working to address issues about which they care and that affect their livelihood.

Advocacy actions undertaken to date:

Unfortunately, the current policy initiatives of Michigan legislators have provided a wealth of challenges about which to be concerned. The fledging WMU-AAUP Advocacy Committee has been busy this past spring with the following activities:

- Providing information to WMU faculty about state and area rallies to support education and middle-class families.
- Coordinating transportation to and communication about state and area rallies.
- Contacting area and state legislators by mail, email, and telephone to discuss our concerns.
- Meeting with area legislators to discuss our concerns and to offer recommendations, research, and information about our policy priorities.
- Actively participating and providing leadership in regional coalitions and networks that share our concerns.
- Working with MI-AAUP to support national and state AAUP policy actions and goals.

Goals for 2011-2012:

Now that the summer has brought a change of pace for most faculty, the WMU-AAUP Committee has been able to take a moment to identify possible future goals and directions for the group. These goals include:

- Outreach to/education of our community and our faculty about issues through such activities as writing editorials, letters to editors, articles, newsletters, “teach-ins”; offering discussion groups/presentations to community and faculty groups.
- Coordinate/plan faculty “actions” (potential letter-writing campaigns, rallies, informational pickets, etc.).
- Continue and refine ongoing communication with WMU faculty about issues and discussion regarding the current policy environment, directions, and priorities.

How can YOU help?

We are greatly in need of faculty members to serve at different activity levels, depending on your interests

and availability. We invite you to contact us and get involved in one or more of the following ways:

- Join our Advocacy Activist email list: The Advocacy Activist email network provides members with up to the minute status of current legislation, proposed quick “mini-actions”, and info about state/regional rallies, activities. The daily newsfeed is drawn from AAUP, MI-AAUP, AFT-Higher Education, MEA, AFL-CIO and others.
- Write editorials or letters to the editor on issues that concern/impact higher education, our profession, our community, and/or our well-being.
- Meet/communicate with your elected officials to share your concerns, and provide information.

- Participate in the advocacy committee as “ad-hoc” member (receive minutes, calls to action, provide input and feedback, attend and participate in meetings as available).
- Participate in advocacy committee as a member of a regular weekly planning and working group of concerned professors.

If you are interested in learning more about the WMU-AAUP Advocacy Committee, signing up to join the Advocacy Activist online network, participating in outreach, writing, or education activities, or becoming a “regular” member of the committee, please contact us at advocacy@wmuaaup.net and let us know how you would like to connect to the effort to positively influence Michigan higher education.

Faculty Contributions to the Kalamazoo Community – A WMU Tradition

Sharon Carlson, Secretary

The Kalamazoo Gazette article of October 23, 1903 proclaimed “Normal School Ours” and reported on the enthusiastic voter response authorizing the bonds to build Western State Normal School in Kalamazoo. Kalamazoo competed with more than thirty communities for the new normal school, and beyond the obvious benefit of more trained teachers on the western side of the state, a newly formed organization “the Boosters” estimated an annual economic impact of \$50,000 to the Kalamazoo economy. The Boosters eventually became the Kalamazoo Chamber of Commerce and recent estimates place Western’s annual economic impact at more than \$614,534,616. From the start, faculty of Western State Normal School began to make immediate contributions to the cultural, educational, and civic life of the community.

Florence Marsh was one of the first faculty members hired in 1904 to head Western’s music program. During her seven years at Western, she made significant inroads in the Kalamazoo community with the formation of the Schubert Musical Club in 1908. This organization included other trained musicians, many of whom would be involved with the organization of the Kalamazoo Symphony in 1921. She also formed the Kalamazoo Choral Union. Other faculty members in music followed and made significant contributions. Julius Stulberg arrived on campus in 1945 and took charge of the University’s symphonic program and also took over the Kalamazoo Junior Symphony. Under Stulberg’s leadership, the Junior Symphony outgrew its first two homes as the average attendance of con-

certs reached 1,700 in the mid-1960s. The organization also became the training ground for adults playing with the Kalamazoo Symphony Orchestra. The Julius Stulberg International String Competition began in 1975 as a result of the Kalamazoo Junior Symphony’s desire to honor the memory of their director who passed away at the age of 60 in 1974.

Given Western’s origins as a teacher training institution, it is not surprising that many faculty have provided expertise to the area schools through service as elected members of the Kalamazoo Public Schools Board of Education. Otto Yntema (History and later head of Field Services) was among the first, serving in the 1950s. He was followed by others, including Ted Kilty (Education), Dale Pattison (History), Charles Warfield (Educational Leadership), Nathaniel McCaslin (Social Work) and Marvin DeBoer (Speech Pathology). DeBoer was also the chairperson of the committee that raised the tax allocation to form Kalamazoo Valley Community College in the mid 1960s. Martha Warfield (University Counseling and Testing Services/Vice President for Diversity and Inclusion) currently serves on the Kalamazoo Public Schools Board of Education.

Several WMU faculty have also held leadership positions in local government. In 1951, Willis Dunbar (History) became the first faculty member elected to the Kalamazoo City Commission. Otto Yntema was elected Vice Mayor during his first term on the Commission (1963-1967). Howard Wolpe (Political Sci-

ence) was elected in 1969 only to resign two years later from the Commission and WMU upon his election to the Michigan House of Representatives. Don Cooney (Social Work) has served on the Kalamazoo City Commission since 1997.

Numerous faculty have had leadership roles in various civic organizations. Several faculty have been involved in the Kalamazoo Rotary and Kiwanis and their service projects such as Camp Rota-Kiwan and Pretty Lake Vacation Camp, including James Knauss (History), John Everett (Mathematics), Harper Maybee (Music), and Paul Rood (Physics). Elmer Wilds (Education) was the first Western faculty member to head Kalamazoo Rotary in 1944-45 and he also served as president and a member of the Kalamazoo Civic Players. Lydia Siedschlag (Art) was active in the Business and Professional Women's Club and chaired the committee that brought about the installation of the Alfonso Ianelli fountain in Bronson Park. Manley Ellis (Education)

served for 20 years on the Lake Farm Home for Boys. William McKinley Robinson (Education) was president of the Kalamazoo Community Chest, which eventually became part of the Greater Kalamazoo United Way. Philip Denefeld (English/Provost) championed individual freedom through his activities with the Kalamazoo Chapter of the American Civil Liberties Union and John Everett (Mathematics) served on the board of the Douglass Community Association.

The involvement of Western faculty members in the greater Kalamazoo community is prolific and significant. For the purposes of keeping this article to a reasonable length, it required a focus on Kalamazoo and on former faculty members, primarily for the period before 1970. Certainly the surrounding communities of Portage, Mattawan, Paw Paw, Plainwell, Parchment, and others have similar patterns of faculty involvement and the WMU-AAUP Community Relations Committee survey will bring this to light.

24th Annual Faculty BBQ Save the Date

Date:	Tuesday, September 6, 2011
Time:	5:00-7:00pm
Where:	Montague House
RSVP By:	Friday, August 19, 2011

The WMU-AAUP Chapter invites you and your family to join us for food and fun! Our menu will include new items as well as old favorites. We will not be serving alcohol but will have plenty of other refreshments.

Please RSVP the number of children and adults attending the BBQ to staff@wmuaaup.net.

We look forward to see you again this year.

Letter to the Editor

William Santiago-Valles, Associate Professor
Africana Studies

The salaried staff in an undemocratic academic factory have more in common with auto workers and meat packers than we do with non-academic bureaucrats who profit from our exploitation, without producing knowledge or graduates. University workers, and that is what we are, need a union-instead of a faculty association- that includes faculty, teaching assistants, clericals and maintenance staff whose committees- attend to grievances, administer a collective contract, run web site/publications, protect environmental health/safety, run labor education program with films and speakers, safeguard academic freedom, as well as generate and support legislation. Other union committees run peace and justice campaigns (like supporting Professor Cronon in Wisconsin, and the Labor Studies faculty in Michigan), supports national and international solidarity with other unions [like AFSCME] and social movements, as well as administer a legal defense and scholarship fund for the membership. Such unions exist in the American knowledge factories and when their officers [like Stanley Aranowitz from the Professional Staff Congress at C.U.N.Y.] have visited WMU, the AAUP officials have been too busy to meet with them.

Such a union as is proposed here needs to a) professionalize a strike committee, b) create a strike fund that can borrow against a union hall belonging to the union, c) produce a direct action play book includes deal breakers over which the workers will paralyze campus functions with faculty and staff inside all the buildings, and d) rehearse a general work stoppages not only in this city but across the state public university system.

Such a union has committees or work groups the present faculty association does not have:

1. a national/international labor & universities news service [documents evidence that bargaining working conditions is considered a human right since 1948, Articles 20-23 of U.N Declaration of Human Rights, so abolishing it violates international law and the proposed union can take state government to the international labor court].

2. a research unit which investigates and explains a) the history & principles informed sit-down and wildcat

strikes in Michigan, b) the impact of double dip recession (see Robert Reich, & Christopher Newfield) on public higher education, c) the ethical criteria should govern external funding, d) produces an alternative budget for the university and the State, e) identifies products workers should boycott because they manufactured by corporations are demanding end to labor unions (Michigan Citizen, 11 March, p. 11), and that f) establishes the current market value of what nonacademic university bureaucrats produce [not in terms of tuition generated, grants obtained, knowledge created, and graduates both passed professional exams and became critically minded citizens,] in terms of the unproductive tasks into which their jobs can be broken down.

3. a teaching group that offers informal and free classes to all the university staff, and to other workers in the city/region about labor relations, what universities produce, who produces & who does not, the undemocratic conditions under which we work, and who makes the workplace decisions.

4. a legal services office to sue on our behalf, defend membership in court against the abuses of the administration, and campaign for judges and prosecutors who are not corrupt, or beholden to the economic interests controlling S. W. Michigan

5. a newspaper that is not a private concession on campus, a community radio station with local programs, and a T.V. station, as well as a union hall we can use as collateral for the strike fund, and an on-campus staff cafeteria and a labor council drug store whose profits go back to the member unions.

In closing let me remind the membership of something labor studies courses -not taught at this campus - ask union officers to memorize: Those who are weak do not fight. Those who are stronger fight for an hour or a year, but the only ones that are necessary are the ones who fight all their lives (Bertolt Brecht, *In praise of the fighters*, 1931). What the author meant, and I agree, is to fight against the business owners, and their representatives in the administration of the knowledge factory where we work.