

814 Oakland Drive
Kalamazoo, MI 49008
Telephone: (269) 345-0151
Fax: (269) 345-0278
Email: wmuaaup@ameritech.net
Web site: www.wmich.edu/aaup

the WMU
AAUP



Advocate

At Western Michigan University

April, 2003

Editorial Board

Gary Mathews
Ariel Anderson
Elaine Phillips
Robert Ricci

Short and Bitter Sweet

Gary Mathews
WMU-AAUP President

The semester is fast coming to a close. On April 7th, a Chapter-wide vote on a Letter of Agreement between Western Michigan University and the WMU Chapter of the American Association of University Professors Regarding 2003-2004 Salary Scales for Term Faculty Specialists in the College of Aviation was held. The Letter of Agreement was approved by a 64% "Yes" vote.

It has been a very busy year. I hope that you have enjoyed some aspects of this academic year in spite of the budget cuts, the departure of Elson Floyd, the continuing bear market, the war in Iraq, the need for interims in many administrative quarters, and the unknown outcome of the negotiations over compensation and health care benefits this coming summer.

We will be here throughout both summer sessions to serve you, to keep you informed about union news, and to answer your individual questions and inquiries.

ASSOCIATION COUNCIL MEETINGS

MAY

Thursday, May 15
4:00pm
Room 157
Bernhard Center

JUNE

Thursday, June 19
4:00pm
Room 157
Bernhard Center

JULY

Thursday, July 17
4:00pm
Room 157
Bernhard Center

AUGUST

Thursday, August 14
4:00pm
Room 157
Bernhard Center

Gary Mathews
WMU-AAUP President

Executive Committee

President

Gary Mathews

Vice President

C. Dennis Simpson

Contract Administrator

Ariel Anderson

Grievance Officer

Elaine Phillips

Secretary

Gwendolyn Nagle

Treasurer

Allen Schwenk

Chief Negotiator

Robert Ricci

Representatives

Johnson Asumadu

Blair Balden

Joel Boyd, Jr.

Sandra Glista

Leander Jones

Peter Krawutschke

Mary Anne Loewe

Gerard Nowak

Leo Stevenson

Paul Wilson

Have You Thought About Retirement Lately?

A.D. Issa, Ph.D.

The stress you have experienced during the last three years due to the stock market's dramatic nose-dive must have left you with a sense of anxiety and vulnerability. Precisely how much of that market decline can be attributed to the recession, to 9/11, to corporate scandals, and to the geopolitical situation is hard to tell. Needless to say, it probably will be some time before you regain your sense of serenity and harmony.

In the last three years, you may have hopelessly watched the value of your investment portfolio, or nest egg, ravaged as the stock market stubbornly headed south. From its peak north of 5,000 in March 2000, the NASDAQ plunged to the south of 1,300, thus shedding nearly 75% of its value. Because you can't spend percentages, let me explain it in dollars and cents. Of the total value of all publicly traded U.S. stocks, only \$10 trillion made it to the 2002 New Year's Eve party. The rest, or \$7 trillion, simply vanished.

The above introduction is meant to serve as a wake-up call to all our faculty — young

and old, working or retired. It is no longer possible to prepare for your golden years by simply relegating the management of your financial health to the vagaries of the stock market. You've got to do more. You've got to learn how to become proactive and devote some of your time and energy to prepare yourself for a comfortable retirement that may very well extend beyond your life expectancy.

To steer you in the right direction and show you how to remain financially vigilant, we offer you a deal you cannot possibly refuse. It is a deal that offers you the opportunity to:

- put your financial house in order;
- assess your financial health and plan for your future;
- visit the TIAA-CREF village;
- design a long-term global investment strategy;
- control your investment cost;
- give your portfolio an occasional tune-up;
- learn how to beef up your retirement nest egg;
- set up a 529 plan to fund your children's or grandchildren's college education;
- purchase long-term health care insurance;
- design your legacy; and
- learn how to take your money out to fund your "Golden Years!"

Should you decide to take advantage of this splendid, free offer, call Gail or Susan at the AAUP Office (345-0151) and ask to have your name added to the Retirement Seminar list. Act now as seating is limited.

Oh, by the way, the Seminar begins on Wednesday, September 10th and continues for eight (8) weeks. It will be held from 7:00 – 9:00pm.

15th Annual Faculty BBQ

**Thursday
August 28th
5:00—7:00pm**

**Save This Date
for Food & Fun**

From Your Grievance Officer...

Elaine Phillips

COLLEGE OF AVIATION

By the time you receive this edition of the *Advocate*, the votes will be counted regarding the proposed Letter of Agreement in the College of Aviation. The tension and concern of employees from the International Pilot Training Program has been palpable.

The AAUP has had many meetings with the administration in the past few months regarding the situation. We have made several proposals to the administration, only to have them rejected. What the AAUP membership voted on was the final offer from the administration. Whenever groups are faced with severe financial difficulties and the potential for job loss, there seems to be no solution which can satisfy or help everyone. Valuable, skilled employees are going to lose their jobs, thereby ensuring that all of us lose: the students; the faculty; the program; and the administration.

TERM FACULTY

Across campus, it appears that those in the bargaining unit who are most vulnerable to job

loss, under the proposed budget cuts, are term employees. In three colleges (counting the College of Aviation) some term employees have been informed that their contracts may not be renewed when their current contracts expire. This is extremely frustrating.

Although the *Agreement* between the administration and the WMU-AAUP guarantees that term faculty have the same due process rights, salary minima, health care benefits, and holidays as tenure-track faculty, it does not grant job stability or longevity. Term employees have set starting and ending dates. They are eligible to be rehired for their jobs for up to five consecutive terms, but the reality is that they must reapply every year. The administration has the right to hire someone else, as long as notice is given in April that the term employee will not be hired for another term.

PART-TIME FACULTY

We have received inquiries from some part-time faculty regarding their status in the University. Please be aware that part-time faculty are not in the bargaining unit. As such, we have no say over their benefits or longevity within the University system. Part-time faculty are defined as those who are hired to teach up to 8-9 hours per semester. They do not have service or professional

recognition requirements. Under University policies, these faculty members may be offered benefits.

TENURE AND PROMOTION DEADLINES

For tenure-track faculty (both traditionally ranked and faculty specialists) the next deadline of note is April 22, 2003. By that date, all who are under review this year should receive notification from the provost regarding her recommendation. Those who wish to appeal the recommendation have until April 25th to do so. The provost's final recommendation will be presented to the Board of Trustees at the June 2003 meeting.

SUMMER I AND SUMMER II TEACHING

Bargaining unit members are to receive preference over graduate assistants and part-time faculty in the assignment of summer courses. We seem to have difficulty in one department in particular with this issue.

*Bargaining-unit
faculty receive
preference over
GAs and part-time
faculty in the
assignment of
summer courses.*

FACULTY SPECIALISTS' HOLIDAYS

Faculty specialists are bargaining unit members. As such, they are eligible for the same paid holidays as their traditionally ranked colleagues. Those on academic year observe eleven University-recognized holidays. In addition, the University recognizes either the birthday or another mutually agreed upon day as a paid holiday for those on fiscal-year appointments.

FACULTY TEACHING MENTORS

Under the 2002-2005 Contract, the provost's office will assign the equivalent of six hours of faculty workload time per semester to one or more faculty members to serve as faculty teaching mentors. Their focus will be on helping faculty who teach large classes, but they may also provide assistance in other areas of teaching (Article 42.§8.1). Faculty members who would like to apply should contact Tracey Henry in the provost's office.

WMU-AAUP Email

WMUAAUP@AMERITECH.NET

WMU-AAUP website:

WWW.WMICH.EDU/AAUP



WMU-AAUP Chapter
814 Oakland Drive
Kalamazoo MI 49008

ADDRESS SERVICE REQUESTED