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July/August 2003

the WMU
AAUP



Advocate

At Western Michigan University

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A Prognosticator's Potpourri of Prodigious Prosopography (Translation: A forecast of a miscellaneous collection of persons or events as omens.)

Gary Mathews, Ph.D.
WMU-AAUP President

NEGOTIATIONS

Negotiations will proceed with success as long as we remember that we are operating from a position of strength. We do not have to bear all, most, or even a majority of the burden for the current problems with health care costs. The administration has never shared the decision-making in health care with the faculty, so why do they expect us to share in the responsibility for careless or questionable decisions they made and we didn't? Your negotiation team estimates that about half of the increases in health care costs for the 2003-2004 academic year can be off-set by correcting careless management decisions!

EMPLOYEE ASSISTANCE PROGRAM (EPA) CHANGES

In the near future, HelpNet will be providing employee assistance for Western's faculty and staff. The EPA's Bob Hampton will continue to provide this counseling, prevention, and information and referral service, but he will be doing so under the organizational umbrella of HelpNet. This in no way diminishes current services, but rather will expand the number of services to in-

clude training of staff, and will also make it possible for employees to seek help at off-campus locations. In return for the union's cooperation in permitting the administration to substantially modify the EAP Program outside of the time limits of the current contract, the administration has agreed to provide payroll deduction for the Michigan 529 program, allowing faculty to save, tax free, for their children's college education.

CENTRALIZED RESPONSIBILITY/ DECENTRALIZED AUTHORITY

Western's administration seems to specialize in taking responsibility for decisions at the top, while giving authority

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to various decentralized locations. Two examples are faculty membership at West Hills Athletic Club, and the Sindecuse Pharmacy. First, last year we asked Western to provide free memberships to faculty at West Hills, instead of charging about \$35.00 per month. The response was that the Director of Auxiliary Enterprises would not agree to it because he has to balance the budget at West Hills, and faculty memberships help him to do so. Secondly, we examined the data provided by the administration's consultant, Marsh, regarding the Sindecuse Pharmacy. We found that Sindecuse pays much more for drugs than most retail operations. For example, One of the top drugs sold at Sindecuse, by number of prescriptions, is Lipitor. Sindecuse pays \$189 on average for each prescription of Lipitor. The average for all other sources is \$92! And they wonder why Sindecuse is losing money!

COMMUNICATION CHANNELS

We are attempting to be more active in communicating with the membership and it is clear that we are succeeding. One way we are communicating is via the AAUP web page. There were 476 hits on

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the negotiations features on the web page for the month of June. Joel Boyd, our Planning Coordinator, has been working hard at publishing Negotiation Updates and weekly "hotline" messages. We also publish "In-betweens" on specific issues in negotiations. We have a health care benefits advisory committee which is working hard and providing us with important perspectives. We are also in touch with the Emeriti Council and keep them informed. We have regular Association Council meetings. We held a special Chapter Meeting on Monday, July 21st to discuss President Bailey's plans for the budget. We welcome individual e-mail and telephone messages on negotiations.

PARKING ON THE PARKVIEW CAMPUS

The faculty want to have "R" parking spaces in the new parking structure at the Parkview Campus. The administration wants open parking. The Chapter and the administration have agreed, for now, that the surface lot of about 100 spaces will have "R" status when the campus opens this fall. If the faculty want to have "R" spaces in the parking structure, they will have to be willing to find some way to impress upon the administration that this issue is important to them. We anticipate that 100 spaces will be inadequate, but we will see what the fall semester brings.

BRANCH CAMPUS FACULTY

We have heard from a member of the faculty who works and resides at one of our branch campuses. He wants the negotiation team to remember our colleagues at the branch campuses when we discuss health care at the table. We will do so.

We welcome individual e-mail and telephone messages on negotiations.

NEW DEAN OF THE COLLEGE OF AVIATION

Rick Maloney was recently announced by the administration as the new permanent dean of the College of Aviation. Congratulations to Dean Maloney. However, there was no participation by faculty in the selection of the new dean. No "procedural regularity and fair play" as stated in Article 23 of the Agreement. No consultation with the President of the AAUP or the President of the Faculty Senate. No search committee with participation by members of the College of Aviation. Just a terse announcement that Bob Aardema, Interim Dean, is out and Rick Maloney is in. Thank you, Bob Aardema, for the good job you did as Interim Dean for the College of Aviation. When hiring administrators, Western Michigan University seems to function more like a streamlined corporation and less like a democratic university characterized by shared governance.

We have too little faculty involvement in the hiring of administrators and too much administrative involvement in the hiring of faculty. There is too much red tape in the hiring of faculty. As a matter of fact,

there is often so much institutional oversight by faculty committees, chairs, deans, the provost, and the Office of Institutional Equity that the hiring process takes more time than a pregnancy and more often than not results in a miscarriage of patience. How many of us have worked diligently all year, only to have our top candidates choose another university because almost every other university has less red tape and more flexibility in the hiring of faculty?

We have too little faculty involvement in the hiring of administrators...

THANK YOU, ARIEL ANDERSON

Last but not least, we bid a fond farewell to Ariel Anderson in her role as contract administrator. Ariel has served the Chapter in a variety of capacities, including President, member of several negotiation teams, contract administrator, and active member of the Executive Committee. She has served the Chapter with dedication, energy, passion, and competence. We will miss Ariel's day-to-day involvement in the Chapter, but happily, she plans on continuing to be an active participant on the Executive Committee and will continue in her role as Chair of the National Collective Bargaining Congress.

Grievance Officer's Report

*Pam Rooney, Ph.D.
Business Information Systems*

Since assuming the Grievance Officer position with the start of Summer II, I have spent time working on the final resolution of a grievance regarding a tenure denial in the College of Engineering and Applied Sciences. The tenure denial was upheld, but the agreement reached between the grievant and the administration gives the individual another year of employment at WMU. We also continue to work on the issue of the assignment of summer courses and an appointment problem in the College of Education.

While this is indeed the summer lull, I am on the job and available to hear your thoughts on issues facing the University and us as a faculty and to assist you in any way I can if you have difficulties or concerns. It goes without saying that I will be here for you all in the fall should the need arise.

From Your Contract Administrator...

*Ariel L.H. Anderson, Ph.D.
Teaching, Learning & Leadership*

I'm usually a "get it done" kind of girl...but it has taken me a while to get this particular task *started*, let alone done. I will be leaving the Chapter leadership (at least for a while!) at the end of the Summer II session. It is with mixed emotions that I take my leave. I have served in the local leadership for going on 10 years now, and doing the "union thing" has become a way of life for me. However, it is time to move on, and to reconfigure my work life a bit differently. Over the past few months, I have grown comfortable with the idea and can honestly say that, at this point, I look forward to spending a bit more time in my academic department (Teaching, Learning, and Leadership) as well as returning to a (non-union!) writing project that I've had to put on hold for some while. I will continue to serve as Chair of the National AAUP's Collective Bargaining Congress and will stay involved in union activities at the local level by participating as a member of the Executive Committee in my capacity as past president of the Chapter.

It has truly been a pleasure to serve the Chapter membership as: Association Council representative; Contract Administrator; Chapter President; and a member of four bargaining teams. I came to the leadership at a time when I needed to do just that, partly to escape what had become a rather unhealthy atmosphere within my department (we are much healthier today!), partly to give back to the

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local union as it had been there for me in my hour of need, and partly because I was raised with a strong social conscience and a need to serve. At the AAUP annual meeting held in Washington, D.C. this past June, I had the opportunity to address the attending body as Chair of the Collective Bargaining Congress. In my address, I spoke of my mission to serve. In many ways, I see myself as a servant, and I mean that in a most positive way. My career path was carefully crafted to enable me to provide preventive mental health services to children and families. In my teaching and research endeavors, I see myself as primarily serving fellow humankind. I have been generous in my service commitments at the departmental, college, university, and community levels, and have for about nine years served in a variety of roles at the level of the National AAUP. My parents raised me to fight for civil rights in a wide range of venues. They modeled the behaviors, held demanding expectations, and provided the support base to nurture my development as a socially responsible citizen. I feel extremely fortunate to have been born into my family of origin, and proud to have passed on similar values to my own two children. I believe a life of service is a good way to live!

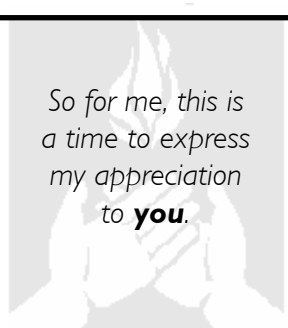
My academic discipline is human development/developmental (and educational) psychology. One concept I address in my teaching is that of altruism. I believe I hold a viewpoint on this topic that is not necessarily mainstream. I don't really believe in altruism, in a pure sense. The notion of doing something for nothing in return seems, to me, to not fit reality. I guess what I'm trying to say is that serving others is, in a way, quite self-serving. In other words, by serving others I gain a great deal for myself! Most impor-

tantly, I gain the ability to live with myself – and I'm really the only one I have to live with! My service activities enable me to be okay with me, to rise in the morning feeling a sense of worth as a contributing member of multiple communities. I find it quite impossible to separate my social conscience from my *self*. Thus, I owe a debt of gratitude each and every time I am called upon to serve.

Over my years in the Chapter leadership, I have had many, many opportunities to serve! As I've gone through my case files, clearing the way for the next occupant of my office, I have been flooded with memories – some not so great, but many that are absolutely heartwarming. I have worked with countless faculty colleagues, and have had a pretty respectable track record of getting the "right thing" to happen. There have been disappointments, to be sure, but even such cases are cause for celebration as they spur on the fighting union spirit that courses through me. I have met truly wonderful colleagues from all around the university, and this has made my career at Western so much richer than it would have been otherwise. I have had the opportunity to work with many fine administrators as well, and have had the enriching experience of working fairly closely with members of the Board of Trustees on a variety of occasions. I have "learned the university" in a way I never would have done, I'm certain, if I had not ventured outside of my department through union activities. I have had the opportunity to participate in making our work lives better in terms of wages and working conditions, but more importantly, through toiling strenuously to improve the campus climate by building positive labor-management relations. I have gained skills

through laboring in the trenches of mediating settlements and negotiating contracts – skills I would not have gained by staying full time in my academic office. My involvement at the local and state levels brought opportunities to serve at the level of the National AAUP, and thus enabled me to build relationships with colleagues from around the country. My national service has brought opportunities for travel that have served to broaden my horizons and bolster my confidence, though I have to get better at getting *outside* the hotel rooms in which endless hours of serious meetings occur! In any event, while the hours are long, and I look forward to reclaiming some of my evenings and weekends, the rewards of engaging in AAUP service activities have been rich and ample.

So for me, this is a time to express my appreciation to *you*. Thank you, my colleagues, for enriching my life through our many and varied interactions. Thank you for your patience with me when my busy schedule has caused delays in my responding to you. Thank you for understanding that when, on occasion, we have lost a battle (for we surely do at times), things are often beyond my control. Thank you for supporting your negotiating teams, and for recognizing that we do the best we can under difficult circum-



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stances. Thank you for taking the time to send kind words my way through your calls, letters, and emails. Union leaders *always* hear when members are upset, but those words of gratitude and kindness are what *really* motivate us to keep on truckin'! (Yes, the behavioral "stuff" makes a difference!) Thank you for coming to union gatherings, both social and work-oriented. Thank you for being there to support us when we need your assistance with special projects, committee service, and walking the lines! A union is only as strong as the level of solidarity among its members, and Western's faculty union has a long, strong history in this regard. We've upset one another at times, and we don't all agree on everything, but when push comes to shove, we, the faculty, do stick together. Western's faculty union was formed on the basis of *need*. We need our union today as much as, or perhaps more than, we have ever needed it before. We are currently engaged in extremely challenging contract negotiations, as we struggle to maintain health care benefits and preserve a reasonable wage structure for Western's faculty, all in the face of horrendously challenging financial circumstances. I thank you for the support you are currently showing our team, and encourage you to continue to bond and rise together to support your union leadership throughout the duration of these negotiations. We can only achieve what *you* give us the strength to achieve. We need to know that you are there for us, as we are here for you. Don't be shy about communicating with us. Let us know your thoughts and your feelings, and share your ideas with us. Our collective wisdom is powerful, and while we may not always agree on things, I think we can *all* agree that our *togetherness* is the best protective device we own.

I'd like to take this opportunity to thank the members of Western's administration who have had the patience to deal with me all these years. I've had to get in your face at times, but I think you know I'm coming at things from a place of soulful conviction, and with a keen desire to improve labor-management relations in order to create a positive "home" for all members of Western's family. A special thanks to past presidents Diether Haenicke and Elson Floyd, who shared my desire to improve

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the campus climate and to build bridges between branches of the Western family. Special thanks as well to members of the Board of Trustees (and to Betty Kocher), who truly serve our Western community with deep dedication. I appreciate all of the relationships we have built, and have enjoyed the opportunity to work closely with several of you on two presidential search committees. I appreciate the support you have shown Western's faculty by accepting and approving our collective bargaining agreements, and hope that you will continue to show strong support for Western's faculty in the context of the current contract negotiations. I owe thanks to a long list of union leaders I have worked with over the years. Special thanks to Lyn Bartley for keeping after me until I finally

agreed to work within the "inner leadership circle." To all the union leaders I have worked with, I wish to express appreciation for the support you have offered, as well as for the battles we have engaged in as we struggle toward figuring out what is best for our membership. Inside the walls of Montague House, strange and wonderful things sometimes happen! We share our thoughts and convictions openly, we debate vigorously, we disagree vehemently at times, but at the end of the day, I can honestly say that *every* union leader I have worked with at Western has tried to do the very best job possible to benefit the membership as a collective body. There is a *ton* of passion coursing through the air at Montague, all directed toward preserving and enhancing the quality of life for Western's faculty.

Thanks are due to members of the Executive Committee who have served diligently, and who have helped keep the core group of elected leaders and appointed officers in line! We need you to help us escape our sometimes myopic views. We need you to continually take and report to us the pulse of the faculty on a broad range of issues. We particularly need you to support and guide us through the negotiation process, which sometimes wears us down. I appreciate the open atmosphere that has always prevailed in our conference room, and I look forward to meeting with you on Friday afternoons. I will continue to be there to listen, observe, and contribute in my role as past president of the Chapter.

Particular thanks are due to Michael Patterson for convincing me "You *can* do this!" when I was called to serve as Chapter president, and was shaking in my shoes at the thought! I may well have

never taken the plunge without your support, and as a result of acting on your faith in me, countless doors have been opened.

I wish to express appreciation to members who have served as Association Council representatives, as well as those who have answered the call to serve in a variety of venues as members of committees, task forces, and focus groups. Each of you has made valuable contributions toward keeping our faculty union strong.

Perhaps most importantly, I wish to express deep gratitude to our staff, Gail Nangle and Susan Esman. You two are simply amazing, and I can only hope that you will continue to be with us at Montague House for a long, long while. You keep us on task, you support us incredibly well, you tolerate our "family struggles"

no matter how much pain and stress we cause you, you serve the membership with kindness and solid expertise, you work long hours, and you even feed us! We would be lost without you! I love you and thank you from the bottom of my heart, for everything.

Okay! Thanks for letting me "work out my stuff" here! I appreciate the faith and trust you have placed in me over the years. I plan to be around, and while my energies will be differently focused, I will continue to serve in a variety of ways. A life of service is a good thing. I encourage you *all* to find ways to serve your fellow colleagues, and to consider stepping up your involvement in *our* faculty union in ways that make sense to you! Should you be fortunate enough to serve, you shall reap the rewards.

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