

814 Oakland Drive  
Kalamazoo, MI 49008  
Telephone: 269.345.0151  
Fax: 269.345.0278  
Email: [wmuaaup@ameritech.net](mailto:wmuaaup@ameritech.net)  
Web site: [www.wmich.edu/aaup](http://www.wmich.edu/aaup)

July/August, 2004

**Editor:** Jo Wiley

*Gary Mathews, Ph.D.*  
*WMU-AAUP President*

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the WMU  
AAUP



# Advocate

at Western Michigan University

## Leadership Changes

*C.D. Simpson, Ed.D.*  
*WMU-AAUP Vice President*

During the years we are not negotiating the contract, the summer months usually allow your officers and the Chapter staff time to catch up on Chapter business and prepare for the volume of work to be done in the upcoming academic year. Unfortunately, this catch-up time did not occur this year.

As you are aware, our Chapter President, Gary Mathews, has resigned his office effective August 16, 2004. Per the Chapter Constitution, I will

assume the office of Chapter President on that date to complete the term ending December 31, 2004. This will leave vacant the office of Vice President, as well as the offices of Grievance Officer and Information Officer.

During the last year, Pam Rooney has most aptly conducted the work of the Grievance Officer while Elaine Phillips was on Sabbatical Leave. Rather than returning to this post in the Fall as planned, Elaine has submitted her  
(Continued on page 2)

## Focus Groups with Recently-Hired Faculty

*Karen Blaisure Ph.D.*  
*WMU-AAUP Contract Administrator*

During the spring semester, the AAUP ran two focus groups with faculty hired within the past five years. The Chapter randomly selected 25 faculty per group and invited them to attend a one-hour focus group followed by a light supper. About one-third of those invited attended each group. Two recently-hired faculty members facilitated the groups, asking faculty their views of the AAUP.

So, what are recently-hired faculty saying?

### Dedication

Faculty members talked of their dedication to their students and to their

professional work. To meet the demands of teaching, service, research and writing, faculty are working long, long hours. Many have been hired for their research abilities, yet they speak passionately about their responsibility to teach well, and they take this portion of their job very seriously. A few mentioned feeling discouraged when told to manage more classes and larger classes by requiring less of students, and demoralized when successful researchers leave the university. Consequently, new faculty look to the AAUP for help in maintaining a work environment conducive to quality education and scholarship.  
(Continued on page 3)

(Leadership—from page 1)

resignation, creating a vacancy. Jo Wiley, Information Officer, has also resigned, effective August 30, 2004, creating a vacancy at this post as well.

Gary, Pam, Elaine, and Jo have accomplished much for you. I commend them for their dedication, effort and extremely long hours of work. They will be missed at Montague House by all. The Nomination/Election Committee has begun work to identify interested Chapter members and obtain nominations for the vacant positions, per the Constitution and Bylaws of the Chapter. Gwen Nagle, Chairperson of the Nomination/Election Committee, has already communicated with you regarding the call for nominations and the election procedures for the filling of these three offices. The WMU-AAUP Chapter belongs to you and it is hoped that Chapter members will give consideration to self-nomination, or nominations of colleagues for these Chapter offices.

During the time between now and the election of these three officers, a number of Chapter members and past presidents have come forward, volunteering their time and effort to make sure there is no breach in services to you in the areas of healthcare advocate, grievance consultation, and information dissemination. The names of specific individuals and contact information will be distributed to you shortly. This volunteerism for the good of each Chapter member demonstrates the commitment to the goals of the Chapter from our members and emeriti.

During my short time as President, the concepts of advocacy, transparency, and stewardship will be driving forces. Your assistance is needed in making sure these concepts are paramount for the next four months. I ask for your support, as well as your monitoring of my conduct against those concepts. This is your union

*Only through  
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and I have the honor of working for you. Please let me know your wants and needs as well as how you critique my performance.

By the end of December you can expect the report from the Task Force on Chapter Concerns and its proposed implementation plan for change to be approved by all levels of the Chapter. Each Association Council Representative will be asked to call a unit meeting of bargaining unit faculty. One or more officers and/or executive committee members will be at each meeting. The purpose of these meetings will be to hear from you the issues you wish the negotiating team to address during contract negotiations in 2005. The issues you bring forth will be transferred to the team and serve as guides for many points of negotiation. This is your union and all Officers, Executive Committee members, Association Council representatives and the Negotiation Team have the distinct honor of working for you. We need your input, issues and thoughtful resolutions in order to do the best work for you.

As summer blends into fall, please contact me regarding your needs. My WMU-AAUP office phone number is 345.0151, campus office phone is 387.3350, WMU-AAUP email is:

[cgsimpson@ameritech.net](mailto:cdsimpson@ameritech.net) and  
WMU email is:  
[c.dennis.simpson@wmich.edu](mailto:c.dennis.simpson@wmich.edu).

Also know that Montague House is your town hall. Please come to the barbecue on August 31<sup>st</sup> and stop over frequently. Gail and Susan, your too often overworked and under-recognized staff, as well as the Officers, will be most happy to provide whatever support you need at the AAUP.

Only through solidarity and a unified sense of purpose can we have the strength and power to achieve our goals and make our dreams a reality.■

**WMU-AAUP  
16th Annual  
Faculty BBQ**

**Tuesday  
August 31, 2004  
5:00—7:00pm**

**Montague House**

**Faculty and their family  
are invited to join us for  
food and fun!**

**Please RSVP  
the number attending  
345.0151  
[wmuaaup@ameritech.net](mailto:wmuaaup@ameritech.net)  
by  
Monday,  
August 23, 2004**

(Focus Groups-from page 1)

### Relief

Some recently-hired faculty had not realized that the professoriate has a professional organization with a collective bargaining dimension, so they arrived on campus curious about the AAUP and its role in their professional lives. Meanwhile, others arrived on campus having taught at other institutions, and the presence of the AAUP and collective bargaining were selling points for choosing WMU. Why? They had seen at other universities what happens when faculty do not have the protection of due process and an Agreement that covers compensation, workload, and tenure/promotion review.

Faculty spoke of the importance of their families and their expectations to have benefits and a work environment that support families with children. They expect the AAUP to negotiate benefits that support raising children, including solid health care benefits.

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Faculty spoke of feeling secure and relieved, knowing that "the union is there, if I need it." This knowledge and security allows them to go about their work with less anxiety and more focus. The Agreement appears confusing to most, so efforts such as Tenure & Promotion workshops and explanations of articles are appreciated,

as are those colleagues who mentor new faculty by referring to the Agreement and explaining what it means.

### More Interaction

The brief AAUP overview during the new faculty orientation was not enough to help new faculty understand the role of the AAUP. As a result of this feedback (and feedback given to the AAUP's mobilization committee members), new faculty arriving on campus this fall now are invited to a luncheon at Montague House on Thursday, August 26th from 11:30 am to 1:30 pm. Suggestions were also made for initiating regular social times when faculty could meet one another.

The role of the AAUP needs to be made clearer to new faculty. They want more communication from the AAUP, especially during negotiations, and prefer electronic communication (another reason why the AAUP increasingly is using email postings and links to the website). Recently-hired faculty appreciate their knowledgeable colleagues and active representatives to the AAUP's Association Council as both assist in the flow of communication.

### The AAUP = All Bargaining-Unit Faculty

Clearly, new faculty try to parcel out their time carefully. They said that as a member of the AAUP, they were more likely to become actively involved if they were directly approached to do a certain task. New faculty are aware that solidarity within the union benefits all faculty. They appreciate that faculty can have differences of opinion, but dislike it when these become personal.

A few recently-hired faculty disclosed that they have been warned off participation in the union because of possible negative repercussions. This comment should sadden all of us who realize that such an atmosphere is unprofessional and unproductive.

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*...we are receiving into the professoriate people who are dedicated, enthusiastic, and eager to share the excitement of learning...*

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Meanwhile, other faculty wondered why membership on the negotiation team is limited to tenured faculty. They hope to see more recently-hired faculty involved in AAUP leadership. Faculty brought up the faculty specialist position, a topic that elicited a variety of reactions. Some are grateful for the opportunity of tenure, while others preferred the flexibility of the previous continuing appointments. In addition, questions arose about term positions, and a few disliked limiting annual renewals to five years.

### Vitality

With each wave of new faculty, we are receiving into the professoriate people who are dedicated to their work, enthusiastic about their disciplines, and eager to share the excitement of learning with the next generations. New faculty expect productive and fulfilling careers and look to the AAUP to help create a university environment in which these careers can flourish. As bargaining unit members, we all share in this expectation and in shaping a positive university environment. ■

**WMU-AAUP  
Email**

**WMUAAUP@AMERITECH.NET**

## A National Perspective

*Ariel L.H. Anderson, Ph.D.  
Chair, National Collective  
Bargaining Congress*

These are challenging times for higher education in the United States. Most states are experiencing pinched economic times and funding woes in terms of state appropriations for public colleges and universities. Budgets are shrinking and belts are tightening. Many private institutions are also feeling the economic pinch, as factors in the global economy impact both giving and return on investments. Colleges and universities are increasingly adopting a corporate mentality to cope, with the hiring of CEO types to serve as presidents and the outsourcing of work to cheap labor being prime coping techniques. The tenured (and tenure track) professoriate is shrinking, and the contingent labor force is growing by leaps and bounds. Traditional faculty governance rights are being eroded, workloads are staggering, and many tired and disillusioned faculty are responding by “teaching with their coats on.”

The AAUP Collective Bargaining Congress consists of approximately 74 chapters, approximately two thirds public and one third private. AAUP Chapters face an uphill climb to collective bargaining, and devious tactics on the part of administrations who, once faced with a collectively organized faculty, are increasingly attacking faculty governance rights. Additionally, an alarmingly large segment of workers in higher education are contingent and/or part-time, and another sizeable portion of the work goes to graduate students. I believe it is shortsighted not to focus on the common long-term goals shared by traditional, contingent and/or part-time, and graduate student labor. We are all vested in the quality of the educa-

tional services we provide. We all need academic freedom, as protected by tenure and due process, if we are to live outside of fear and do more than preach orthodoxy. We all need and desire decent wages, benefits, and working conditions. We all care passionately about what we do, and seek meaning in our work. Each of us has something of value to contribute to the process. Few are self-serving; most are committed to the public good. I believe that the most cherished principle of the profession is academic freedom, as protected by tenure and due process. *All* of us – “traditionally-ranked” faculty, contingent/part-time colleagues, and graduate student instructors – are in need of the protection of academic freedom if we are to continue to offer high-quality services to our students.

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Even well-established chapters are experiencing woes at the negotiation table, as administrations with scarce resources and unbalanced budgets move aggressively to carve deficits out of faculty hides, very often in the form of compensation and benefit take-backs. Health care is a prime target, and faculty around the country are increasingly bullied and battered into accepting cuts in this arena. In a national climate of job loss and lack of sufficient health care for the com-

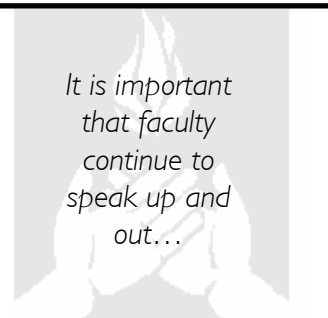
mon citizen, it is difficult to muster the necessary support, from within and outside the institution, to sustain job actions (and particularly strikes). Increasingly disgruntled faculty sometimes withdraw from collective action, seeking solace in simply “minding their own business,” while others are energized by the struggle to maintain both the quality of their work lives and of the education they offer their students, and thus work diligently to breathe new life into their faculty unions.

As noted above, these are challenging times in higher education, and Western Michigan University has joined our many colleagues at institutions throughout the country who are struggling. We face an uphill climb as we approach the final year of our Agreement and prepare for contract negotiations. We must find ways to join forces and work together to solidify our position and achieve our goals. ■

## From Your Information Officer...

*Jo Wiley  
Business Information Systems*

After a year of serving as the Information Officer of our Chapter, I am returning to teach fulltime. While there is much more I would have liked to accomplish in this position, I feel satisfied that progress has been made in terms of Chapter communication. I have learned a tremendous amount about the AAUP, our Chapter, the WMU administration and the University as a whole.



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I appreciate the leadership and members' faith, confidence and respect I received during this year. Many of you responded to my requests for articles, feedback and information, making it possible for me to bring to light and respond to your concerns. It is important that faculty continue to speak up and out so that the union can continue to work with and for its membership. ■

## Grievance Officer Update

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

### CHAPTER GRIEVANCES UPDATE

At the end of July three Chapter Grievances were initiated against the Provost. In general these grievances center on workload and issues of shared governance. Specifics follow:

**Grievance One:** The work required to implement assessment plans and the new student information system is being conducted without appropriate compensation for faculty experiencing unequal and excessive additions to workload. Remedies sought

include agreement by the Administration to stop requiring additional work without proper adjustments to workload; to find ways to provide equitable workload adjustments for faculty who will serve on these committees during the academic year; and to compensate faculty who were required to participate during Summer I/II.

**Grievance Two:** The current trend toward forming committees at the University level without timely notification of the Chapter and seeming to dictate the desired outcomes excludes faculty from their rightful participation in shared governance. Faculty are being required to participate in activities outside of the academic calendar. Remedies sought include agreement on the part of the Administration to stop assigning excessive workloads and that there be no repercussion for faculty who choose

## April Budget Cuts

The spring budget cuts have resulted in a loss of 13.51 FTEs:

<b>Arts &amp; Sciences:</b>	0.22 FTE, reductions in program administration.
<b>Arts &amp; Sciences:</b>	2.00 FTE, two faculty resignations, positions relinquished.
<b>Aviation:</b>	3.00 FTE, three term positions not renewed, positions relinquished.
<b>Counseling Center:</b>	1.00 FTE, relinquish vacant position.
<b>Education:</b>	0.39 FTE, reduction in college's permanent reserve.
<b>Engineering:</b>	0.29 FTE, reduction in college's permanent reserve.
<b>Engineering:</b>	1.00 FTE, relinquishing a vacant position.
<b>Engineering:</b>	0.79 FTE, reduction in part-time funding.
<b>Fine Arts:</b>	0.31 FTE, reduction in summer courses and programs.
<b>Fine Arts:</b>	0.51 FTE, relinquishing salary residuals.
<b>Health &amp; Human Services:</b>	1.5 FTE, reduction in summer courses and programs.
<b>Health &amp; Human Services:</b>	1.25 FTE, relinquish gerontology position once vacant.
<b>Health &amp; Human Services:</b>	0.50 FTE, reduction in FTEs from FY to AY.
<b>International:</b>	0.75 FTE, reduction in class offerings in CELCIS.

not to agree or volunteer to work outside of the academic calendar. We have specifically requested that the policy of non-retaliation be made a matter of public record.

**Grievance Three:** The Graduate Studies Council recommendation for yearly reviews of graduate students would negatively impact the workload of all graduate faculty by increasing responsibilities and demands beyond contractually mandated teaching, research, and service requirements. We have requested that Memorandum of Action (MOA-03/12) be rescinded immediately. For the full text of these grievances, visit the AAUP website at: [wmich.edu/aaup/concerns/concerns\\_home.html](http://wmich.edu/aaup/concerns/concerns_home.html).

**Healthcare:** By the time this reaches you, we will have attended the meeting with the Administration (including representatives from Hu-

man Resources) and representatives of Blue Cross/Blue Shield of Michigan as described in the last *Advocate*. The AAUP's participation in this meeting "is our way of learning what the administration and its 'agent of choice' are doing" to address the remedies requested in the grievance, in particular that the Administration take steps to ensure that the Agent stops violating the contract and that the Agent

find and reimburse all faculty who have been overcharged for services or drugs/medications. Look for a special report in the near future.

#### HEALTHCARE ADVOCATE CHANGE

A reminder, those of you needing assistance with your healthcare problems should contact either Pam Rooney (387.6209 or [pam.rooney@wmich.edu](mailto:pam.rooney@wmich.edu)) or Bill Fenn (387.5318 or [bill.fenn@wmich.edu](mailto:bill.fenn@wmich.edu)).

*...these are  
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education, ...  
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**The WMU-AAUP  
2003-2004 Faculty &  
Administrative Salary  
Survey is available on CD.  
Please call the AAUP  
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([wmuaaup@ameritech.net](mailto:wmuaaup@ameritech.net)) to  
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