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Advocate

At Western Michigan University

Editorial Board

Ariel L.H. Anderson
Gary Mathews
Elaine L. Phillips
Robert J. Ricci

Looking Backward, Turning Forward...

Ariel L.H. Anderson
WMU-AAUP President

I recently realized that this would be my last article in the *Advocate* as Chapter president. Wow! It's hard to know what to say! I usually have no trouble cranking out an article, but somehow it is difficult to find words this time...

I certainly want to thank you for the privilege of serving as your Chapter president for the past four years. It has been an honor, and the experiences I have had have left many indelible marks, in my heart and in my soul. I entered the presidency feeling that it was too soon in my career, that I didn't have the experience or the presence on campus to really "do the job" as president, that my predecessors (Mary Cain, George Miller, Shirley Woodworth, Lynwood Bartley) were incredibly awesome acts to follow, and that my chances for promotion might truly be shot. At the same time, I had tremendous encouragement from my 1996 negotiation teammates, each of whom I respected so very much, wonderful support from family and friends, and I liked the idea of a challenge. I also grew up in a very service-minded family, the WMU-AAUP had "been there for me" in my own hour of need, and I held a vision for improved relations between the faculty and the administration, and thus an enhanced quality of life for many members of the university community.

Relations between the AAUP and the administration were certainly strained and difficult upon conclusion of the 1996 contract negotiations. At that point in time, I had been working in the Chapter leadership for over two years as contract administrator, and had been a member of the 1996 AAUP

Negotiation Team. We brought in a good contract — a very good contract — but the negotiations were long and arduous, and issues that had been festering for some time came to a head at the negotiation table.

Throughout the summer, I had been asked by several respected colleagues, outside and within the Chapter leadership, to consider running for the Chapter presidency. In the end, I ran unopposed. It seemed odd to me — and scared me a bit, as I thought I might be jumping into something bigger than I was ready to handle. But I received outstanding support from so many people that my entry into the job was cushioned. I approached the job as I do most things in life: If things are going well, let well enough alone... and if there's a problem, well, I'd better figure out a way to fix it! This orientation has stayed in place for the duration of my two terms as Chapter president.

I appreciated the opportunity to work with former President Diether Haenicke — I thought we could work out some thorny dilemmas, and I believe that we did just that. It is certainly true that some matters did not work out well. The Chapter lost some arbitration cases and grievances that I thought we should have won. We lost some benefits as a result of the 1996 contract negotiations that we *still* do not believe we ceded "at the table." Some of the actions of the administration seemed mean-spirited and caused great heartache for those of us who are intimately involved with the day-to-day functioning of the Chapter, and I'm sure that individual members of the faculty felt severely aggrieved. On the other hand, we made some significant gains. We were able

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AAUP President

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to engage in settlement talks that resulted in one of the best mental health benefits packages in the nation. We achieved appreciable settlements for numerous colleagues in need of our assistance for a wide range of reasons. We reestablished direct channels of communication with the top-level administrators. We saw the implementation of a number of highly valued preventive health care benefits which provide levels of coverage exceeding that which we negotiated in 1996. And we began to receive a lot of positive feedback from colleagues regarding the improved campus climate in terms of a bit less chill in the air between the faculty union and the administration.

As I entered my second term as Chapter president, Western was fortunate enough to welcome Elson S. Floyd as its sixth university president. President Floyd immediately stated that one of his top priorities was to improve the salary base for Western's faculty. Of course he held other vitally important goals for Western, many of which have been (at least partially) realized since his arrival. But the emphasis on improving faculty salaries was a shot in the arm for the faculty. Dr. Floyd also brought to campus a collaborative leadership style that meshed well with the union leadership, and which helped greatly to further improve faculty-administrative relations. President Floyd's openness and

responsiveness to the full range of employee groups, as well as to the students, further helped to improve the campus climate in general. Community relations have also flourished, the university's stature has been raised to the top level of the Carnegie classification system, and Western has grown dramatically in many ways as a result of President Floyd's efforts. This growth is, of course, not solely the result of Dr. Floyd's efforts, but has taken the unified efforts of faculty, staff, students, and other vitally important members of the campus community. Further, Western's advancement in the past two years has depended in significant measure on improved government relations, as well as considerable outreach efforts into the surrounding communities.

Serving as Chapter president during President Floyd's initial years at Western has been particularly rewarding. The 1999 contract negotiations went about as smoothly as could be expected. We settled swiftly, making solid gains in faculty compensation, as well as successfully garnering improvements in other areas of importance to the faculty. The 7% front-loaded compensation package was particularly welcome, and while we still have a long way to go, we have at last made at least one significant stride toward improving faculty base salaries at Western. As always seems to be the case, the faculty union has made significant gains over the past few years, while at the same time experiencing some significant and painful losses. We have experienced the infusion of funds, often on a one-time basis, into areas of grave concern to the faculty, including technology, research and travel funds, and instructional equipment. At the same time, we have not been pleased with the slow progress of some of the study groups agreed to in contract negotiations. We are not pleased with Western's insistence on "double-docking" our sick days *and* unpaid FMLA leaves, and we are continuing to explore ways to achieve what we believe we negotiated

during contract negotiations in this critically important arena. We have enjoyed some of the "little things" that truly are not so little in terms of improving the overall campus climate — the restoration of access to a second parking permit at no additional cost to the faculty member, access to parking in the Miller ramp without charge for Miller events, and opening up a portion of the ramp for faculty parking on a daily basis. We have gained access to work-out facilities at the Student Recreation Center and at West Hills, and while we are disappointed that there has been minimal cost added to participating in the Zest for Life programs in the form of a tax liability, we recognize that the facilities and services we now have access to represent a significant improvement over what we have had in the past. Improvements in "town-gown" relations have been significant, and school spirit has been boosted through the addition of homecoming events such as the Campus Classic and PepFest.

Under President Floyd's leadership, we have seen rather speedy resolution of some thorny cases involving very long and protracted efforts, to no avail, with the prior administration. Yet, we have continued to lose some battles we believe we should have been able to win. We have maintained open and honest channels of communication with the key administrative leaders of our institution, and while the outcome of events has not always been as we believe it *should* be, we have at least had the opportunity to engage in dialogue and debate, and have had the sense that our voices have been heard. Perhaps the best barometer that we have with regard to the success of labor-administrative relations lies in the kind of feedback we have received from the Chapter membership over the past couple of years. Faculty are pleased that Western is a friendlier, warmer place to work and live. Trust is being rebuilt. Many faculty have expressed great relief regarding the de-escalation of a directly confrontational stance between the

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faculty union and the administration. Others, relatively few in number, have expressed concern that things are going too well, that the Chapter leadership has been co-opted by the administration, and that the vital union presence which used to resound with clashes of conflict has been dangerously diminished.

I have learned many lessons in life. One of the most basic lessons is one I'm sure we have all internalized: You can't please all of the people all of the time. So... I am very aware that I have had strong support throughout my years of leadership as Chapter president. And I want to express my deep and sincere gratitude for those who have taken the time and made the effort to provide the Chapter leadership with positive feedback about the direction the union has taken over the past few years. I am also keenly aware of those who believe that the union has diminished in strength, and has perhaps developed a complacent attitude toward the administration. But these colleagues are few in number, and are in my view perhaps lacking an accurate impression of both what is *possible* to achieve, and what the Chapter actually *has* achieved over the past four years. In many ways, our working conditions have improved, and there can be no doubt that the general campus climate is "warmer" than it had been for quite some time prior to 1997. There can be no doubt that the problem-solving stance taken by those of us in key union leadership positions has resulted in our working out many difficulties for individuals without having to engage in protracted grievance and arbitration activities. There surely can be no doubt that good communication is important, and the channels of communication between the Chapter and the administration have never been more direct and open than they are today. I couldn't be more gratified than I am by the expression of many colleagues that they no longer feel as though they must "teach with their coats on." Western has once again become a "home away from home" for

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many of its workers. A general depression seems to have lifted for many members of the university community, and a more positive energy flow seems to permeate campus life in general.

We have come a long way in four years. We certainly need to continue to press for significant gains for the faculty in many aspects of their work lives, including better compensation rates, infrastructural support for research and creative activities, enhanced family-friendly benefits, and so on. We need to vigilantly monitor the process of integrating Academic Career Specialists into the collective bargaining unit. This is one arena where we have some significant concerns, particularly with regard to the long-term effects on erosion of tenure lines, but also in terms of making sure that our new colleagues within the bargaining unit are not in any way relegated to second-class citizenship in terms of the working conditions and benefits which they receive under the collective bargaining *Agreement*. We need to fight rigorously to enhance funds available to support faculty research and creative activities, as well as faculty development in a broader sense. We need to keep a cautious eye on what we perceive to be significant workload concerns, particularly among certain segments of the faculty. We need to scrupulously monitor our health-care benefits and family-leave provisions under the contract to ensure that what we are certain we gained through contract

negotiations is not lost under the guise of: "Oh, this is just university policy." We need to keep watch over faculty governance issues, and somehow find a way to break the deadlock we seem to be in with regard to the development and approval of departmental workload policies. We need to stand firm in our resolve to keep up the quality of our program offerings, and not succumb to the pressure to hire increasing numbers of non-tenure-track faculty, and to staff large numbers of sections with part-time instructors — many of whom are wonderful, talented colleagues, but some of whom seriously lack in qualifications to do the work of the faculty. We need to raise a concerned voice with regard to the continued increase in the size of the student body *without* an appropriate increase in the number of tenure-track faculty lines that is necessary if we are to maintain high quality program offerings. We need to keep a careful watch over our preference rights for Spring and Summer teaching assignments, and to resist any and all efforts to erode compensation rates in this arena. We all know that we need about 200 more faculty lines in order to really do the academic work of the institution in an effective manner, a fact confirmed by ex-provost Light's strategic planning committee. Yet these lines *must not* result from additional responsibilities being heaped on the backs of the current faculty, nor is it acceptable for the cost of these lines be absorbed by the existing faculty in the form of diminished compensation increases in subsequent collective bargaining agreements. We certainly do have our work cut out for us now and in the future.

So, while labor-management relations have "settled down" over the past few years, I do not in any way believe that this signifies a weakening of the Chapter, nor does it translate into co-optation of the union leadership by the administration. Rather, I believe we have entered into the twenty-first century with vigor and with a problem-solving leadership style on both sides.

I think we are on a positive roll, and I expect this to continue well into the future. I couldn't be more pleased with the election of our incoming Chapter president, Gary Mathews (Social Work). Gary has a strong record of many years of service to the Chapter. He has served as contract administrator, and as a member of AAUP negotiation teams. Gary brings to the leadership a particular strength in the area of distance education, which is currently a hot topic, and will continue to be so in the foreseeable future. Gary is skilled at working with the administration in a problem-solving mode. I believe he will continue to jet us forward in terms of faculty-administrative relations and the enhancement of the quality of our work lives at Western. Elaine Phillips will continue to provide excellent service as the Chapter's grievance officer. I plan to continue my involvement with the Chapter leadership, and will be returning to my prior position as contract administrator for the union. We are pleased to welcome Diane Hamilton (Nursing) as our new vice president, and are very excited to have "new blood" in the leadership. In January, we welcome some new faces as representatives to the WMU-AAUP Executive Committee, and we have quite a few continuing members who will help to maintain continuity as we move forward. I believe that Chapter leadership is vital and strong, and that the faculty will be served well. In return, I ask that the membership remember that our strength truly lies in solidarity. We need the support of the membership, and we need active participation in the form of feedback, both positive and constructively critical, to continue the positive momentum that we have gained over the past few years.

I'd like to thank everyone who has contributed to the success of the Chapter over the past few years, and particularly those who have worked closely with me and who have supported me in my efforts to serve well as Chapter president. I'm concerned that I'll inadvertently leave someone out,

I encourage you to give your full support to the new leadership. Our strength lies in solidarity.

but I'll just have to trust that any such "someone" will understand. Thanks to Lynwood Bartley for bringing me into the Chapter leadership in 1994, and for expressing faith in my ability to do the job — whatever it was that had to be done. Thanks to Gail and Susan, Chapter staff, who are absolutely indispensable in terms of keeping the show going. Thanks to Galen Alessi for being all that he is and for having done all that he has to support *all* of his colleagues — there is no way to adequately express just how significant his contributions have been (and continue to be!). Thank you Bob Ricci, for being my vice president, and for keeping me on my toes in oh so many ways! Bob has been a good friend, he has lent significant wisdom to the leadership process, and he has challenged me when I needed to be challenged. Thanks to my contract negotiation teammates in 1996 and 1999 — each made significant contributions and helped to educate me and thus to enhance my ability to serve. I am grateful to all the members of the WMU-AAUP Executive Committee who have served over the past several years, and who have amply expressed their views around our conference table, helping me to see things I didn't see, and supporting me when my vision was clear. Appreciation also goes to those faculty members who have served on the Association Council, and on special working committees designed to deal with specific issues requiring concentrated attention.

I wish to express appreciation to Diether Haenicke for being willing to begin to turn the corner with me on improving labor-management relations — it wasn't easy, but we did make progress. I must express my deepest gratitude to President Floyd for his remarkable support, open communication style, and willingness to "do the right thing."

Finally, I must thank my family and friends for their support and encouragement, and their understanding of just how demanding the job of Chapter president can be. It takes long and countless hours, often at the expense of spending time with significant others away from the university. My children graciously accepted my absences from many significant events. I hope and believe that the work they have witnessed me engage in has served as a model for them...and I see some evidence of this as they engage in service activities at the high school and college levels that reach beyond their own wants and needs and which bear fruit for others in need.

In closing, I must say that it has been an honor to serve as Chapter president. No doubt it's been trying at times, but certainly worth all the effort! Lots of heartaches and headaches, but at least an equal number of victories and moments of triumph! Serving as Chapter president is a roller-coaster ride for sure, and while I've always hated roller-coasters, I've loved this particular ride. And yes, I'd do it again! For now, however, I'm ready to lay back a bit and leave you in the very able hands of your new president, Dr. Gary Mathews. I'm sure the WMU-AAUP will continue to have a vital presence on Western's campus, and I encourage you to give your full support to the new leadership. Our strength lies in solidarity — it takes *all* of us to keep the union strong. #

From Your Grievance Officer...

Elaine L. Phillips

FAMILY MEDICAL LEAVE ACT

The federal Family Medical Leave Act (FMLA) is lengthy and can be confusing. That confusion seems to be playing itself out in disagreements between the AAUP and the administration regarding the intent of the two teams at the 1999 negotiating table when FMLA was discussed. Consequently, the interpretation of Article 27 of the current contract is under dispute.

The administration and the AAUP agree that it is possible for faculty to use FMLA more than one time in a twelve month period until the total FMLA time (12 weeks) is depleted. At that point, one cannot further use FMLA until the next rolling calendar year.

What is being contested by the WMU-AAUP is that Western is running the FMLA clock concurrently with sick time, regardless of whether or not the faculty member requests this. For example, if a faculty member has accumulated 12 weeks of sick time and is sick for 12 weeks, sick time and FMLA will both be debited. At the end of the 12 weeks, the faculty member will have depleted FMLA for the year as well as the accumulated sick leave. The WMU-AAUP believes that FMLA and accumulated sick leave should not automatically be debited concurrently, but rather leaves under FMLA should be made available if and when a faculty member requests that it go into effect.

FMLA, as guaranteed by federal law, is unpaid. It is required by federal law that all employers with more than 50 employees grant a minimum of 12 weeks of leave under FMLA. The law is

intended to ensure that workers have time away from work for: the birth and care of a child; adoption or foster care of a child; care of serious health conditions of one's spouse, child, parent, or parent-in-law; and/or care of one's own serious health condition. Under the law (enacted in 1993), employers have the right to decide if the leave will be given *in addition to* an employee's accumulated sick leave or used concurrently. FMLA sets minimum standards that employers must meet, but *employers are free to offer more*.

The WMU-AAUP interprets our contract as allowing faculty to *request* FMLA, but we assert that faculty may not be forced to use it when the faculty member has available sick days and does not wish to use FMLA. The administration has taken a different view of the contract. They assert it is their right to debit *both* sick leave and the FMLA bank whenever a faculty member misses more than three days of work for reasons of his/her own illness. Discussions regarding this issue continue.

CREDIT-HOUR PRODUCTION: EXPLANATION ADAGIO

Some members of the faculty in the College of Arts and Sciences continue to express concerns about the mathematical model that has been introduced in the College, purportedly to increase credit-hour production. In reviewing the revised mathematical model that was presented in the College this fall, it appears that computational errors have been corrected and that goals for many departments have been revised, with several departments having the target lowered. However, it also seems that approximately six departments will have to develop procedures to significantly increase credit-hour production in order to meet the administratively assigned targets.

The AAUP leadership remains puzzled as to how the administration came up with target credit-hour production numbers for each department. In reviewing the State of Michigan audit, provided to us by the administration, there is no mention of increasing credit-hour production. The auditors did recommend that the University establish a minimum class-size policy and a university-wide, assigned-time policy. The administration did, in a preliminary response to the auditors, agree to establish both.

FMLA sets minimum standards that employers must meet, but employers are free to offer more.

In terms of supplemental information supplied to the administration by the auditors, Western is fourth in the number of students enrolled, and just slightly above the statewide average for the student to faculty ratio (Higher Education Institutional Data Inventory, 1997- 1998). Again, there are no recommendations from the State regarding increasing credit-hour production. We hope that the administration has not used the HEIDI data in ways that might result in erroneous conclusions. In our view, neither the auditors' recommendations nor the supplemental HEIDI data correspond with the setting of specific targets for credit-hour production in colleges or departments. In the January 2001 issue of the *Advocate*, Allen Schwenk, our AAUP treasurer, will cover this topic in more depth.

HOLIDAYS

This is the time of year that my family spends quiet time reflecting on the past year and the many gifts we have received in life. As I begin this process, I cannot help but reflect on the joy of working with Ariel Anderson and Bob Ricci. Ariel, thank you for your leadership and thank you for literally talking me into agreeing to be the grievance officer. You are a born negotiator! Bob, thank you for your clarity of vision and your gentle, polished, and persuasive style when debating.

In terms of gifts, one of the most amazing gifts that has been given to me has been the opportunity to serve as your grievance officer. Thank you for your faith in me, your kind words, your honest debate and input, and your willingness to share your vulnerability and pain. It is a pleasure and honor to serve. I wish each of you joy and peace during this holiday season and in the coming year. #

Election Results 2001-2002

President

Gary Mathews

Vice President

Diane Hamilton

Executive Committee Representatives:

Arts & Sciences-Humanities

Peter Krawutschke

Association of Language Specialists

Joel Boyd

Business

Pam Rooney

Education

Paul Wilson

Health & Human Services

Sandra Glista

From the Desk of Your Contract Administrator...

Gary Mathews

THANK YOU PRESIDENT ARIEL ANDERSON

Ariel Anderson has served as president for four years. Her term ends on the first day of the winter semester. Ariel has served with distinction. Under her presidency we have accomplished a great deal. Many of you have communicated with Ariel over the years, and know that she is a dedicated, thoughtful, caring human being. Others may only have a vague idea of the influence Ariel is having on the lives of the faculty. Ariel is both fiercely loyal to the institution as a whole, and a tenacious advocate for the faculty, both collectively and as individuals, in time of need. It is a privilege to be able to continue to serve with Ariel as she moves into the role of contract administrator for the union and as she continues to represent us at the national level of the AAUP.

THANK YOU VICE PRESIDENT ROBERT RICCI

Robert Ricci is ending a four-year term as vice president of the Chapter. Bob will continue to participate on the Executive Committee as chief negotiator of the 1999-2002 *Agreement*. Bob is a steady contributor to our work at the Chapter office, a smooth guy in front of an audience, and a determined negotiator, whether it is on a negotiation team or on a study committee. Bob has that ability to bend without breaking. He can hold his position in an ongoing debate without backing off and without losing his temper. Thanks for your work as vice president, Bob.

E-MAIL PRIVACY

The Chapter takes inquiries from the membership very seriously. When we receive an e-mail, a phone call, or a visit from someone with a concern, we do our best to be responsive, but sometimes it takes a while. Such has been the case with questions about e-mail.

In mid-May of this year, we received an e-mail from a faculty member asking about e-mail privacy. We first addressed these concerns in the September *Advocate*. We have been working with the administration since then to provide some definitive answers.

Is our outgoing mail stored in any way? The answer is yes. It is stored in system files for all three systems used by Western, but it is stored differently for each system. According to Robert Johnson, the Security Administrator in the Office of Information Technology, the administration does not normally archive, and generally speaking they do not back up individual users' desk-tops or e-mail. They do back up all systems files (not individual messages) for disaster recovery.

Is our in-coming e-mail stored in any way that is beyond our control to delete? For all systems the answer is no. This is a user-defined parameter for GroupWise. Once you delete a file from your folder, for all systems, it is gone from the system. You can set your system for fifteen-day holds, for example.

Does the administration break into our e-mail accounts and read our messages? While other administrators have expressed a conviction that they have the right to do this, Mr. Johnson, who is in charge of e-mail security for the administration, maintains that the only way the administration would go into a faculty member's e-mail account would be under a court order.

Western is working on establishing a policy on e-mail privacy. While it is still in draft form, we wanted you to be able to look at what they have in mind. Remember this is only a DRAFT. If you have a reaction to this draft policy, please direct your feedback to gary.mathews@wmich.edu.

DRAFT

Western Michigan University Electronic Mail Policy

Policy #2000.0

Effective:

Purpose:

To inform WMU employees about the electronic mail policy, to create awareness of the associated privacy and security issues, and to address the uses of electronic mail in compliance with the policy.

Policy Statement:

Introduction: Western Michigan University encourages the business use of electronic mail. Electronic communications systems, and all messages generated on or handled by electronic communications systems, including back-up copies, are considered WMU property.

*Western is working
on establishing a
policy on e-mail
privacy.*

Authorized Usage: WMU's electronic communications systems are provided primarily for the support of the University's mission including business, research, and educational activities. Incidental personal use is permissible if it does not interfere with the University's mission or preempt normal business/educational activity, does not impede employee productivity, and does not consume more than a trivial amount of resources. Employees are not to use WMU's e-mail for commercial activities, support of charitable endeavors, or to send or forward chain mail. By default, WMU's electronic communications systems are not encrypted. Do not send sensitive information via e-mail.

User Identity: All electronic mail systems must have unique user-IDs and associated passwords to isolate the communications of different users. Misrepresenting, obscuring, suppressing, or replacing a user's identity on an electronic communications system is forbidden. The user name, electronic mail address, organizational affiliation, and related information included with electronic messages or postings must reflect the actual originator of the messages or postings.

No Guaranteed Message Privacy: Western Michigan University cannot guarantee that e-mail will be private. Electronic mail can be forwarded, intercepted, printed, and stored by others. WMU respects the rights of its employees, including their reasonable expectation of privacy. WMU is also responsible for servicing and protecting its electronic communications networks. To accomplish this, it may be necessary for technical support to intercept, disclose, or review electronic communications during the course of problem resolution. WMU may permit the inspection, monitoring, or disclosure of e-mail when it is required by or consistent with applicable law or policy or any appropriately issued subpoena or court order. The Electronic Communications Privacy Act of 1986 also

*If you have a reaction
to this draft policy,
please direct your
feedback to
mathews@wmich.edu.*

permits messages stored on University systems to be accessed by authorized personnel in certain circumstances.

Contents of Messages: Employees must not use profanity, obscenities, or derogatory remarks in electronic mail. Such remarks — even when made in jest — may create legal problems such as libel, sexual harassment, and defamation of character. Special caution is warranted because back-up and archival copies of electronic mail may be more permanent and more readily accessed than traditional paper communications.

Harassing or Offensive Materials: Sexual, ethnic, and racial harassment is strictly prohibited and is cause for disciplinary action that could result in termination. Western Michigan University retains the right to remove from its information systems any material it views as offensive or potentially illegal.

Purging Electronic Messages: Electronic mail systems are not intended for archival storage. Employees are responsible for periodically purging e-mail messages from their personal storage areas.

Because this is such a complicated subject, and because we want to insure accuracy, we are inviting the Office of Instructional Technology to write an article for the January 2001 *Advocate* which will elaborate upon this important subject.

E-MAIL SECURITY

The Chapter received an inquiry recently about the advisability of utilizing the new option of web-site registration for parking, and the web-site filing of health claims, utilizing *PersonalPath.com*. The concern is that providing personal information such as a social security number on a non-secured site could lead to major problems. Robert Johnson, Office of Information Technology, has assured the Chapter that the web-site for parking registration is secure. *Personalpath.com* recommends using a secure web-browser anytime you submit personal information over the Internet. That way, your user name and password are scrambled for the trip from your computer to theirs. If you do not already have it, they show you how to obtain it the first time you visit their website.

DIFFERENT PEOPLE WANT DIFFERENT THINGS

There is a dilemma that all leaders must confront. When a decision is made, some people will like it and others will not. How does one balance the needs and preferences of the constituency? During the recent Chapter election, an unmarked ballot was returned with this explanation: "I find it difficult to vote for anyone of the current leadership because I think the AAUP has been completely co-opted by the administration....I simply don't respect you. This is not the AAUP of which I used to be proud. You have lost your edge." Some members of the union believe that we should fight the administration on every issue, even those which fall outside the four corners of the contract. Others would have us go to the other extreme. It is true that the current leadership is somewhere in the middle. We do not question every move the administration makes. We do not

oppose every positive administrative decision which does not directly and immediately benefit the faculty. But we are not reluctant to raise important questions. We are not hesitant to enforce the current Agreement when we have reason to believe that it has been violated. We are not shy about representing the interests of our membership when a faculty member is wronged. However, one of the hardest lessons one learns as a chapter leader is just how limiting the four corners of the contract can be. Each one of us has the opportunity to serve the Chapter. Run for election. The nomination committee worked for hours and hours on the phone, trying to identify candidates. Even if you choose not to be active in the Chapter, communicate with us about issues. Focus on results. Are you better off now than you were a few years ago? Are your dues lower than they were a few years ago? Is the contract better? We encourage your involvement in your faculty union. #



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ADDRESS SERVICE REQUESTED