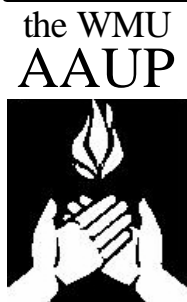


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November/December, 2002



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At Western Michigan University

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Narrative Reports For Classroom Visitations

Gary Mathews
WMU-AAUP President

Beginning this academic year, scheduled classroom visitations are a requirement for probationary tenure-track faculty, once per year. The visit can be either by a colleague inside or outside of the department, or an administrator inside or outside of the department. If the faculty member and the chair of the department are unable to agree on who shall observe, the department tenure committee shall work with them to facilitate the process. If there is still no agreement, the matter will be referred to the Director of Academic Collective Bargaining and the WMU-AAUP Chapter's Contract Administrator. After three years, the visits may be terminated by mutual agreement of the faculty member and the chair.

Following each visit, a brief, signed, narrative report will be filed with the chair and the faculty member. The chair will schedule a conference to discuss the report. A copy of the report will be placed in the faculty member's personnel file for use in tenure and promotion reviews. It would seem prudent for each department to develop an outline for observers to follow when observing a classroom. Here is one suggestion for a form, based upon a front page article in *The Teaching Professor*, Volume 7, Number 2, February, 1993, which in turn is based upon Bloom's Taxonomy of educational objectives, as applied in *Developing and Using Tests Effectively*, by Jacobs and Chase.

Name of Observer: _____
Name of Instructor: _____
Date: _____
Class: _____

Comment briefly on the following aspects of the class, understanding that all of the criteria will not likely be present in any one class session.

1. ORGANIZATION: Syllabus; beginning and ending on time; following a plan, agenda, or outline; beginning or ending with a summary or a preview.

2. EXPLANATION: The presentation of knowledge, facts, concepts, and ideas; a request for students to show comprehension through recall of facts, principles, or steps in a sequence.

It would seem prudent for each department to develop an outline for observers to follow...

3. APPLICATION: The ability to use what has been learned; problem-solving examples; the transfer of knowledge to real situations.

4. ANALYSIS: Being able to break course content into component parts so that relationships between parts can be understood.

5. SYNTHESIS: Putting together parts into a new whole or a new product, like a student presentation, proposal, activity, test, or comprehensive paper.

6. EVALUATION: Valuing judgments and judging values in light of a specific purpose or criteria.

7. GENERAL OBSERVATIONS AND SUMMARY: Classroom ambience; student-instructor relations; quality of discussion; use of mediums, such as power-point, small group discussions, overheads, videos, handouts.

Signed: _____
Date of Conference _____
with Chair: _____
Initials of Chair: _____

**WMU-AAUP
website:**

WWW.WMICH.EDU/AAUP

From Your Contract Administrator...

Ariel L.H. Anderson

News from National...

As many of you know, I have recently begun a term of service at the National AAUP as chair of the Collective Bargaining Congress (CBC). This new job involves a lot of travel, and provides many opportunities to interact with colleagues from around the country. This has served to broaden my perspective on the purposes and functions of the National AAUP. Recently, I have traveled to Atlanta to attend the AAUP's Faculty Governance Conference (as well as the meetings of the Committee on College and University Governance); to Minneapolis to attend and participate in the Fall joint ASC (Assembly of State Conferences) / CBC Leadership Training Workshop; and to Washington, D.C., to participate in the meetings of the Committee on Government Relations, as well as the meetings of the AAUP Council (and Executive Committee of Council). I am learning a great deal, and will, from time to time, share with you information regarding AAUP activities which extend beyond the scope of Western Michigan University.

First and foremost, I want to share with you a resolution passed by the National AAUP Council on November 10th that commends the WMU-AAUP Chapter and the WMU administration for breaking ground with regard to placing formerly non-tenure-track faculty on the tenure track. While this has been a matter of controversy on our own campus, it has been recognized as a commendable act by faculty colleagues around the country, and fits well with nation-wide efforts to ensure protection of aca-

demical freedom through the protection of tenure. The current contractual provisions that provide an opportunity for Faculty Specialists to earn tenure fit well with the goals, ideals, and policies and standards charted by the National AAUP. The resolution passed by Council and reprinted below follows on the tail of statements of commendation from the National AAUP's Committee on Part-Time and Non-Tenure-Track Faculty and from National AAUP Committee A on Academic Freedom and Tenure. It is my sincere hope that over the next few years we, at Western, will iron out the fine details of the relevant contractual provisions in the current *Agreement*. The contract is a "living document," and whatever struggles and difficulties we experience as a result of the last round of negotiations can certainly be resolved, and provisions can be modified, to the point where we have an *Agreement* that is workable for both the faculty and administration at Western.

AAUP Council Resolution In support of Western Michigan University Carried unanimously by Council November 10, 2002

Whereas: One-third of faculty are no longer eligible for tenure; a majority of newly hired full-time faculty are off the tenure track; and sixty percent of all faculty are now outside the due process protections that safeguard academic freedom;

Whereas: The developments at Western Michigan University stand out in stark contrast to the troubling trends away from tenure, and provide a fine example of academic citizenship that other chapters and institutions should follow;

Be it resolved that: The AAUP Council endorse and commend the Western Michigan University Chapter of the AAUP and the administration of the Western Michigan University for their recent negotiated defense of tenure and academic freedom, for extending tenure's purview, and for their academic citizenship in addressing the erosion of tenure.

Serving as Chair of the National AAUP's Collective Bargaining Congress also calls me to serve on several major committees of the national organization. One such commitment is to serve as CBC liaison to the Committee on Government Relations. At our recent meetings in Washington, the Committee worked to develop, and moved to adopt, a set of legislative priorities for the 108th Congress, provided below for your perusal.

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

Federal Legislative Priorities for the 108th Congress Approved by Committee on Government Relations November 8, 2002

The mission of the Committee on Government Relations is to advocate positions and achieve goals at all levels of government that are beneficial to the higher education community, guided by the principles of the American Association of University Professors.

Higher Education Act

Support reauthorization of the Higher Education Act, preserving the strengths of the proven programs administered by the Department of

Education, as described in the Act. Support amendments that will improve access to higher education for those who need financial assistance, especially increases in the Pell grant program, direct student loans, campus-based programs and TRIO. Support measures that preserve and promote the quality of higher education, including the use of new technology. Maintain and expand sup-

The mission of the Committee ... is to advocate positions and achieve goals at all levels of government...

port of programs in Titles III and V, which strengthen institutions serving populations that are traditionally under-represented in colleges and universities. Protect the openness of international programs under Title VI. Support continuation of Title VII programs to assist graduate students and to improve access for minorities and women to graduate and professional schools.

Budget, Taxation, and Appropriations

Maintain authorized support of federal student financial aid, including increases in Pell grants, the direct loan program, and tax provisions that improve access to higher education and encourage participation in higher education careers. Promote federal funding for the Corporation for Public Broadcasting. Support im-

proved funding for the National Endowment for the Arts, the National Endowment for the Humanities, and the Institute of Museum and Library Services, including full range of Smithsonian Institution activities. Continue to support full funding of scholarly research activities sponsored by federal agencies, including the National Institutes of Health and the National Science Foundation.

Freedom of Expression and Academic Freedom

Promote First Amendment rights, and oppose efforts to limit freedom of expression and related academic freedom rights, including designation of an official language. Support legislative efforts to protect privacy and appropriate publication and sharing of research data, and strongly oppose legislative efforts that undermine them.

Intellectual Property and Publishing Issues

Monitor and protect the principles of academic freedom, faculty ownership of intellectual property, access to information in the development of treaties and new legislation affecting intellectual property issues, including issues arising in the development of technological innovations. Promote legislation to change the tax treatment of inventory to enhance the availability of textbooks and reference works.

Distance Education

Monitor and shape the development of legislation and regulations governing the use of distance education, to ensure that academic and educational quality are not compromised by the use of technology-based instruction.

Globalization of Education

Monitor the discourse on globalization of education to ensure that it engages academics. Promote legislation to protect the ability of faculty in each country to determine curriculum and quality issues of higher education.

Diversity and Equality of Opportunity of Education

Promote efforts to increase the diversity of college and university faculty and student populations, as a means of improving and enriching the experience of higher education. Continue commitment to the principles of equal opportunity, affirmative action, non-discrimination and civil and human rights, including support for programs for women and minorities.

Careers in Higher Education

Explore and promote benefits that improve access to higher education, attract top scholars to teaching and research, and encourage graduate students to consider higher education careers, including tuition benefits and pension reform. Promote programs that emphasize the importance of a full-time and adequately supported faculty to the quality of higher education.

Labor Law Reform

Support legislation to overturn the *Yeshiva* decision, and maintain support for the legal right of the faculty to take collective action, including collective bargaining. Oppose legislation that would interfere with rights of faculty to organize, to determine democratically how they participate in governance, and to exercise their freedom of association.

Health Care

Monitor the implications of the crisis of health care financing on higher

education, and support efforts to alleviate those effects. The increased cost of, and decreased access to adequate health care threatens the viability and even the existence of smaller institutions, the ability of academic medical centers to provide adequate levels of medical education, and the opportunity for institutions to provide necessary levels of faculty compensation and benefits.

International Education and Immigration

Support international education and multiple language programs as ways to enrich and broaden the freedom and openness of the higher education experience. Monitor impact of immigration procedures of the professoriate. Oppose legislation which



would require educational personnel to enforce federal immigration laws, or deny educational opportunities to any person enrolled in institutions of higher education in the United States.

On the local scene...

The semester is moving rapidly to a close, and I deeply regret that faculty, as yet, do not have hard copy of the current *Agreement*. Administration tells us to expect them "soon." Meanwhile, I appreciate your pa-

tience as those of us in the leadership work diligently to meet your needs and to address your concerns. The *Agreement* is available online (www.wmich.edu/aaup), and many of you have accessed the contract electronically. As is usual at this time of year, many of the issues that have arisen have been related to promotion and tenure reviews. There are many changes in the promotion and tenure articles. The changes represent attempts by the two bargaining teams to fix problems we experienced under the prior contract. Some of the fixes are working well, while others promise to be at least as problematic, if not more so, than prior provisions.

In contract negotiations, teams work to resolve problems and settle differences, but it is a no-brainer that we won't always get things right! For example, the composition of promotion and tenure committees under the prior *Agreement* was not working well for small departments, and for departments with few (or no!) tenured faculty. There were also significant problems that needed to be addressed with regard to faculty on joint appointments. Already, we (meaning both the Chapter leadership and the administration) can see that in some instances the new provisions are working well, while in others they are definitely failing to render the "fix." Rest assured that we are taking note, and we will have another go at getting it right in the next round of negotiations. Meanwhile, please continue to keep us informed, so that we can develop a variety of alternative proposals that might work better in the future.

I do want to share with you something that transpired at our most recent Promotion and Tenure Workshop, jointly sponsored by the Chapter and the administration. With regard to early final tenure reviews, our new provost, Dr. Litynski, publicly committed to an interpretation of a

contractual provision that has heretofore represented a point of interpretational conflict between the Chapter and the administration. Provost Litynski stated his agreement with the Chapter's interpretation that once permission to undergo review early has been granted, the candidate should have to meet the same bar as an "on-time" candidate to earn tenure. In other words, our Provost agrees that what is truly exceptional in such cases is that a faculty member is able to meet the contractual (and departmental) criteria for tenure in *less time* than the normal probationary period of six years.

Thus, the candidate undergoing early review should not have to be *more* remarkable in accomplishments than his/her on-time colleagues: the bar remains the same. The Chapter leadership applauds Provost Litynski for taking this stand, and we anticipate that his stated position on the matter should bode well for candidates seeking early tenure.

On a more personal note...

I wish to express deep regrets regarding the loss of our University president, Dr. Elson S. Floyd. Dr. Floyd has truly been a friend of the faculty, and he has offered an outstanding model in terms of labor-

management relations in a unionized faculty environment. Not one segment of the University community has remained untouched by Dr. Floyd's influence, and of course his positive influence extends well beyond the walls of the ivory tower. Under Dr. Floyd's sound leadership, we have made tremendous gains with regard to the emotional health of the institution – bridges of trust have been built that will need strong bolsters of support in the coming months and years. It will not be possible to fill Dr. Floyd's shoes (or should I say boots!), but I feel certain that his positive influence will continue even as he leaves us to join the most fortunate University of Missouri.

Western will continue on its positive path, I am sure, and I urge us all to think positively about the future of the University, and the Kalamazoo community. We will find a new leader, one who is able to build on the cornerstones of trust and academic and economic accomplishment that Dr. Floyd leaves with us as he departs. I remain very optimistic about the future of our fine institution, and as this is truly my home, I am highly motivated to contribute in any way possible to the future successes of Western.

Dr. Floyd – I commend you for all you have accomplished in your too-short time with us, and wish you the absolute best in your future endeavors. You are a natural leader, and I admire your call to serve, for I understand that a life of service to higher education is the calling you respond to, first and foremost. We have been fortunate to have you in our midst, and I anticipate warmly that you will forever remain a Bronco, if from afar. You are well loved, and will be deeply missed.

Election Results

The following members were elected to serve from January 2003 through December 2004:

President

Gary Mathews

Vice President

Dennis Simpson

Executive Committee Representatives

Association of Language Specialists

Joel Boyd, Jr.

Arts & Sciences—Humanities

Mary Anne Loewe

Business

Leo Stevenson

Education

Paul Wilson

Health & Human Services

Sandra Glista

Dr. Floyd has truly been a friend of the faculty,

**WMU-AAUP
Email:**

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Call for 2003 Chief Negotiator & Team Members

The WMU-AAUP is calling for a Chief Negotiator and Team Members for 2003 Negotiations. The AAUP Leadership will be interviewing candidates in the early part of 2003. Stipends are provided. Those with expertise in budget/finance and health care will be given special consideration.

If you believe you are qualified to serve as Chief Negotiator, or as a team member, please apply by calling the AAUP office (345.0151) or by sending a letter of interest to the AAUP Executive Committee at the Montague House. Your notification must be received in the AAUP office by 4:30pm on Thursday, December 12, 2002.



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ADDRESS SERVICE REQUESTED