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Advocate

At Western Michigan University

February, 2000

Editorial Board

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

There Is Never A Dull Moment: President's Update on Recent Issues and Events

Ariel L.H. Anderson
WMU-AAUP President

First things first. Sometimes things just don't work out the way one would hope. Our attempt to switch Chapter office email over to AOL simply didn't work. So, we are trying a different provider. Our **new** email address is: **wmuaaup@voyager.net**. The original reason for making the change out of the University system was to help ensure confidentiality of electronic communications. Those of us at the Chapter office have been assured by President Floyd that he believes our email communications should be treated with as much confidentiality as "snail mail" communications. It is our understanding that Dr. Viji Morali, our newly appointed Vice President for Information Technology, has established several study committees, one of which is studying the matter of confidentiality as it relates to electronic communication. *We are optimistic that the administration may eventually establish a "no monitoring" policy, or a policy which at least requires prior notification with regard to the monitoring of electronic communications.*

Meanwhile, we have recently received a report that *"snail mail" has been opened and examined* prior to delivery to the individual faculty member to whom the mail was addressed. The Chapter leadership is dismayed, and we hope that this was done in error and will not be repeated, as this constitutes a gross breach of confidentiality that we all assume applies to the U.S. mail system! Given this report, we feel we must

again caution faculty that, at present, one must assume that electronic communications can be monitored, and that one should use discretion while communicating through this medium. *We sincerely hope that Western's administration will take a firm stand against monitoring both electronic and "snail" mail.*

Contractually mandated committees. The 1999 contract negotiations resulted in the generation of several committees charged with working through the details of implementing certain negotiated provisions. The following committees are up and running:

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Ariel L.H. Anderson
AAUP President

Executive Committee

President

Ariel L.H. Anderson
Vice President/Chief Negotiator
Robert J. Ricci
Contract Administrator
Gary Mathews
Grievance Officer
Elaine L. Phillips

Representatives

Blair Balden
Joseph J. Belonax, Jr.
Cheryl L. Delk
Joseph A. Kelemen
Peter W. Krawutschke
Joanne Lasker
Gwendolyn Nagle
Thomas F. Pagel
Maria A. Perez-Stable
Allen J. Schwenk
Paul T. Wilson

Staff

Administrative Manager
L. Gail Nangle
Administrative Assistant
S. Esman

Salary Compression Committee:

Robert Ricci, AAUP Vice President and
Chief Negotiator, Music
Galen Alessi, Psychology
Joseph Belonax, Jr., Marketing
Ed Edwards, Chair, Accounting
Chester Rogers, Director of WMU
Collective Bargaining
Dean Honsberger, Director of
University Budgets

Academic Career Specialists Committee:

Gary Mathews, AAUP Contract
Administrator, Social Work
Janet Pisaneschi, Dean, College of
Health and Human Services
Chester Rogers, Director of WMU
Collective Bargaining
Alonzo Hannaford, Associate Dean,
College of Education
John Hanley, Chair, Speech Pathology
and Audiology
Sandra Glista, Speech Pathology
and Audiology
Georgina Hill, English

Career English Language Center for International Students (CELCIS) Committee:

Robert Ricci, AAUP Vice President and
Chief Negotiator, Music
Cheryl Delk, CELCIS
Robert Dloughy, CELCIS
Chester Rogers, Director of WMU
Collective Bargaining
Laura Latulippe, Director of CELCIS

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These committees should complete their work prior to the commencement of the 2000-2001 academic year. We will keep the membership posted as to the progress of these committees.

In addition, an **Electronically Purveyed Instruction Committee** is in the formation process (to be appointed by President Floyd). The contract does not specify a date of closure for this committee. We will keep you informed of its progress.

Scheduling meetings. The Agreement specifies that our working days shall be “exclusive of Saturdays, Sundays, and University-recognized holidays” (Article 2: Definitions). We have had reports that some meetings have been called during these “off” times. Our investigation of these matters has led us to believe that at least some such meetings have been scheduled with the full agreement of the faculty, who reportedly could not find time during the traditional work week when all interested parties were available to meet. The Chapter leadership wishes to simply caution the membership with a reminder that our contract defines our work week. If even one faculty member feels disenfranchised or otherwise uncomfortable with having meetings scheduled on the weekend (or on a holiday, etc.), the meeting time should be re-set so that the meeting occurs during the agreed-upon work week. One technique used in a number of departments is to set aside a specific time slot during which no classes are scheduled (e.g., Mondays from 3:00 - 5:00 p.m.). This tends to facilitate easy scheduling of departmental meetings and other committee meetings at the departmental level with a high level of assurance that all who wish to are able to attend.

Role of Association Council representatives. Each department/unit has at least one representative elected to serve on the WMU-AAUP Association Council. Sometimes this role goes to

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new and inexperienced faculty members, with the role characterized as one that requires little time and little know-how with regard to the functioning of the Chapter. The Association Council generally meets once each month during the academic year, and sometimes with greater frequency during contract negotiations. It is important for Association Council representatives to take seriously the role as liaison between the Chapter leadership and departmental constituents. Association Council representatives should be responsible for reporting back to their constituents, as well as for bringing forward constituent concerns. One technique that many departments use is to piggy-back a bargaining unit meeting onto the end of the regularly-scheduled department meeting. Many chairs are cooperative in making sure that some time remains at the close of the department meetings for bargaining unit faculty to meet without members of the administration present. The Chapter leadership encourages Association Council representatives to make sure that an appropriate “information flow” is established at the departmental/unit level. Face-to-face meetings are optimal. Other mechanisms include email and/or print dissemination of information. Whatever works for a particular department/unit

is fine - we simply want to ensure that Chapter members are appropriately consulted and informed.

Assignment of Dissertation/Thesis Credits: Instructor of Record.

Last Summer, a University policy was disseminated by the provost's office that called for the assignment of 700/730 credits to the department chair as the instructor of record. This policy was implemented in some academic departments, and a number of faculty members registered their dismay with the leadership groups of both the WMU-AAUP and the Faculty Senate. Once alerted, President Floyd acted swiftly on the floor of the Faculty Senate (February 3, 2000 meeting) to restore policy that records the actual faculty member who works with the student as the instructor of record. The issue was raised and responded to as a matter of institutional integrity - the student's transcript should be an accurate reflection of who is responsible for each phase of training/supervision/instruction. The Chapter is very pleased to know that faculty members will once again be recognized for their instructional assignments. We applaud President Floyd's decisiveness in this matter.

Campus Morale. Many members of the campus community have expressed a sense of improved morale on campus. The Chapter leadership salutes President Floyd (and others in the administration) for making decisive moves with regard to a number of matters of concern expressed by the faculty (and in many cases, by members of other employee groups on campus). We are particularly appreciative of the following:

- no more \$3 parking fees for Miller (and most athletic) events
- reinstatement of the position of Ombudsman in line with past tradition at Western
- support for the maintenance of faculty lines *as faculty lines* in the Counseling Center and University Libraries
- improved snow removal services
- improved preventive screening services (through Sindecuse) for those enrolled in the University Health Care plan
- President Floyd's inclusive and consultative leadership style

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- allocation of funds for instructional equipment
- allocation of increased funds for faculty research/creative activities/travel
- access to a second parking sticker/dangle at no additional charge

- elimination of some of the paperwork associated with processing medical claims
- faculty/staff appreciation night with Western's men's basketball team (Many faculty have reported that they feel this event was a huge success, and we hope we'll see similar events scheduled in the future!)

We look forward to working with President Floyd, and other members of the administrative staff, to build on these improvements. Examples of further actions which faculty members have indicated would improve campus morale include:

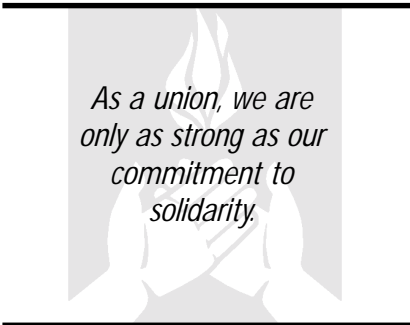
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- more convenient pick-up and drop-off of regalia for faculty participating in commencement
- appropriate gifts given in recognition for years of service at Western
- access to updated class lists on a "read only" basis during the drop/add period at the beginning of each semester/session
- improved equipment and software programs for the University Testing Services
- extension of preventive screening procedures (through Sindecuse) to *all* faculty (indeed, *all* members of the university community), regardless of their choice of health care plan
- extension of the Sindecuse drug plan (generic drugs at no cost; non-generic drugs for \$2) to *all* members of the University community
- an increase in "R" parking spots to alleviate the "pinch" that many members from a wide range of employee groups of the University community are feeling

Overall, there seems to be consensus that campus morale is improving. We hope to see this trend continue, and have high optimism that the Floyd administration will continue to demonstrate in very concrete ways its appreciation for, and commitment to, all members of the University community.

AAUP Treasurer and Secretary re-elected. On the recommendation of the AAUP Executive Committee, the Association Council has acted to re-appoint Dr. Allen Schwenk as Chapter Treasurer and Dr. Peter Krawutschke as Chapter Secretary. Drs. Schwenk and Krawutschke serve on the WMU-AAUP Executive Committee, and have provided excellent service in their posts as Treasurer and Secretary. We are indebted to them for their past and continuing service to the Chapter.

WMU-AAUP Membership Reception. The Chapter leadership is hosting a reception for all members of the Bargaining Unit on Thursday, March 23rd, 4-6 p.m., at the Oaklands. Vice President Robert Ricci will provide live jazz entertainment. We hope that you will take the time to stop by to join



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Chapter leaders for refreshments and conversation, and ask you to remember that, *as a union, we are only as strong as our commitment to solidarity.* Please take this opportunity to show your support and to visit with faculty from across the campus who are committed to the ideals and purposes of the Chapter. We look forward to greeting you!

From Your Grievance Officer...

Elaine L. Phillips

This past month has again been one in which I have met with AAUP representatives from other colleges and universities from around the state. These meetings are fascinating in that often, the concerns raised mirror national issues such as faculty governance, academic freedom, working conditions, intellectual property ownership, and workers' rights. The following report highlights some of these contacts.

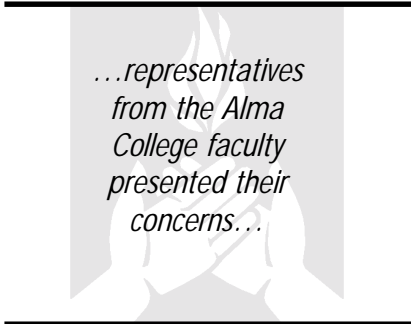
THE MICHIGAN CONFERENCE

On Saturday, January 18, 2000, the Executive Board of the Michigan Conference of the AAUP met at Oakland University. At that meeting, representatives from the **Alma College** faculty presented their concerns regarding ongoing problems between the faculty and the college president, Mr. Alan Stone. We were asked by representatives from the faculty at Alma if we would intervene in the situation as it has dragged on for almost two years. It is my understanding that they have also contacted the National AAUP and requested assistance.

Some of you may have been following this situation, as it has been covered in *The Chronicle of Higher Education*. Reportedly the prevailing faculty point-

of-view is that, during President Stone's administration, faculty governance and faculty rights have eroded. Additionally, faculty members have voiced concerns over President Stone's interpersonal style when interacting with employees.

The Alma Board of Trustees has given a positive vote of confidence in President Stone on two separate occasions, although four trustees did resign after votes to oust Mr. Stone were not successful. The four reportedly indicated that they were "unable to work with Mr. Stone" and that "...he stifled dissent and misled them.." (*The Chronicle of Higher Education*, Dec. 17, 1999, p. A40).



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Alma has now endured almost two years of conflict. Three of four vice presidents have resigned, and the fourth, the provost, will be terminated as provost at the end of her current contract (*The Chronicle of Higher Education*, Dec. 17, 1999).

Faculty allege that the provost received an "order of banishment" from campus, which one faculty member describes as "chilling" (*Almanian*, Jan. 26, 2000). The faculty contends that board members who did not support President Stone reportedly will not be replaced, as the president wants a streamlined board.

As for President Stone, in the *Chronicle* article he points to successful fundraising, increased enrollment, and new

buildings. He indicates that he has been working on his interpersonal skills and on being "more inclusive in decision making" (*The Chronicle of Higher Education*, Dec. 17, 1999, p. A40). However, in reading a memo to the Alma Board of Trustees dated December 13, 1999, one might interpret his view of the problems between himself and the faculty as the faculty wanting to control the college.

After listening to the presentation, reviewing the *Chronicle* article, and reading President Stone's memo to the Alma Board, the Conference Executive Committee agreed to contact the administration at Alma regarding the situation. It is not clear what will come of this. The latest communication that I received was via email. It was a report that the faculty and the college president are meeting. President Stone has agreed to work on his leadership style. One of the faculty members has indicated that they will not be able to move forward if "problems at this college are characterized as the fault of the faculty" (*Almanian*, Jan. 26, 2000).

News from the **University of Michigan** continues to be disturbing. The Michigan Conference sent a letter expressing clear and grave concerns regarding the situation in which a faculty member's grant application was submitted to a chair who allegedly

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removed the names of the principal investigator and co-investigators and inserted other names, after making minor changes to the grant. The only movement that appears to have occurred in this situation is that the administration has told the faculty member who lodged the complaint that they will investigate the situation.

WMU FACULTY QUESTIONS

Email

Although we have been informed that the new vice president for information technology will form a committee to make recommendations regarding the safety and security of email, at this point Western's policy is: "The University also reserves the right to access email information" (Memo from Richard Wright to GroupWise Users, May 14, 1999).

Faculty Evaluations

The administration may not photocopy or in any way reproduce structured student comments made as part of a course evaluation (Article 16.§4.2.2). Unstructured student comments are not provided to the administration. They "are to be recorded separately from the departmental evaluation form and given directly to the instructor. Unstructured comments shall not be provided to the department chairperson" (Article 16.§4.3).

Long Term Care Insurance

The University now offers faculty members the option of purchasing long term care insurance through TIAA-CREFF. Please contact the Benefits Office for the details of the TIAA-CREFF policy. We at the AAUP are not in a position to assist faculty members in determining if they should or should not purchase such insurance. This can best be decided by the faculty member in consultation with a trusted financial planner.

The University now offers faculty members the option of purchasing long term care insurance.

Parking

We continue to hear from faculty that finding a parking place is difficult (if not impossible) in certain lots on campus. The problem is most acute for faculty members who travel to other sites in the community during the day to supervise students or to provide consultation services. They report that upon their return to campus they cannot find parking spaces.

The administration recently gave graduate assistants "T" (temporary employee) stickers and changed the "L" spaces into "R" spaces. Because "T's" can park in "R" spots, it has become even more difficult to find an open "R" parking spot. We have addressed this with the administration, but have little recourse, as the administration is still within their contractual obligation in terms of the total number of "R" spaces available. The administration did, however, review space allocation in various lots in early February. Hopefully, recommendations will be made as a result of that review that will ameliorate the problem.

Retirement

We recommend that faculty consult with their personal financial advisors and the Benefits Office prior to submitting a letter announcing the intent to retire. Once the University Board of Trustees accepts such a letter of notice, the decision "is irrevocable unless mutual agreement is attained between the faculty member and the University" (Article 35.§2.1). Also, please note that: "A faculty member who intends to retire shall notify Western by submitting his/her retirement letter by **February 15** for retirement no earlier than the following **December 30** and **May 1** for retirement no earlier than the following **April 30**" (Article 35.§2).

Sabbatical Leave

There were 38 applications for sabbatical leaves for the 2000 - 2001 academic year. Of those applications, the administration gave final approval to 26, with 3 others approved contingent upon the applicants being tenured. The administration does not give the AAUP feedback regarding their basis for the denial of applicants. Those who are denied may request a meeting with the provost.

If you have work-related concerns, please feel free to contact the Chapter. We are always pleased to help!

Visit the
WMU-AAUP
Web Site
at
www.wmich.edu/aaup

From the Desk of..

Gary Mathews
Contract Administrator

THE THORNY ISSUE OF COMPENSATION FOR INDIVIDUALIZED INSTRUCTION

What is equitable workload? How does your department compensate you for advising, independent studies, supervision of theses, specialist projects, and dissertations? Are you treated fairly by the administration? What can we arrange contractually to solve this problem?

A long-time member of the Chapter recently pointed out that equitable workload is addressed in the contract, but a mechanism for achieving an equitable workload is not. Article 42, Work of the Unit, speaks to equity in Section 7, and I quote: "A commensurate adjustment of classroom teaching load shall be available for assignment to faculty who are engaged in heavy advising responsibilities; substantial research, creative and/or other scholarly activity; heavy responsibility for supervision of M.A., M.S. theses, specialist projects or doctoral dissertations. A commensurate adjustment of classroom teaching may be assigned for faculty who are engaged in: ...individual student projects (such as independent study and reading); supervision of Honors College courses or theses...."

How many of us have had a course load reduction due to sponsoring independent studies?

If any of you are in progressive departments that have found a solution to this problem, let us know. The next contract negotiation may be the time for the faculty to ask for financial compensation for sponsoring independent study or individualized instruction. We are not alone. A recent email forwarded to the Chapter office from the state office of the AAUP reads in part: "The College of Arts and Sciences (of a sister Michigan university) is looking into ways to recognize and compensate faculty who conduct independent studies or directed research with students. Currently faculty do this as a service to students..."

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"FRIENDS OF WMU" IS A FRIEND OF THE FACULTY

Political action committees are a mechanism for furthering the goals of an interest group by participating collectively in the political process. "Friends of WMU" is a political action committee for faculty, students, alumni, and every other friend of WMU to try to help Western Michigan University to survive and thrive. It does this by contributing to candidates for elected office who support higher education. When politicians are elected to office, they remember who supported them.

If you have never heard of “Friends of WMU,” do not be surprised. Until recently it has been a low profile, relatively poorly funded political organization, raising only about \$12,000 last year. To illustrate what a low figure this is, consider the following: If only faculty contributed to this fund, and each of us gave just \$1.00 per paycheck through payroll deduction, we could raise more than \$20,000.

PACs are particularly effective because they provide a way to “bundle” contributions, and therefore take a higher profile. Also, because the people running the PAC understand the political process, they are likely to give in a way that maximizes visibility and impact. For example, contributions that arrive early in a campaign are more likely to be remembered than those that arrive late. The money can be used more effectively when it is received early.

When faculty participate in a PAC, it is a way of voluntarily acknowledging agreement with the direction the university is taking. If you think that Western’s administration is being effective in delivering a message to Lansing, then contributing to “Friends of Western” is one way to let the administration know. State funding is a critical component of the University’s overall budget. We compete for those dollars with every other university in the state. We compete for those dollars with every other kind of state expenditure.

In a collective bargaining environment such as we have at Western, the faculty often find themselves in a position of distributive competition with other constituency groups. Like in a poker game, when a player in a game of distributive competition wins, others lose. This is a necessary fact of life in some situations. On the other hand, participation in a situation of integrative competition permits every player on the same team to win as a group. This

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opportunity is available when faculty voluntarily participate in “Friends of Western.”

It is reasonable to expect that faculty would want to further their own goals by participating in “Friends of Western.” It is feasible for us to do so. Payroll deduction is available. The State of Michigan provides up to a \$50 deduction (\$100 on joint returns) against personal income for calculating state income tax liability.

I have not contributed to “Friends of Western” myself for several years. I was not sure where the money was going. I had the impression that all of the money was going to one political party, and it was not the one I usually support. It turns out that the PAC money is being fairly evenly divided between Republicans and Democrats.

Jeff Breneman, Vice President for External Affairs, and President Elson Floyd have proven over and over again that they are politically astute, competent in getting Western’s message across, and have improved our standing in Lansing. “Friends of Western” can help Western to continue our winning ways. The next time I get a brochure in the mail from “Friends of Western,” I am going to respond in the affirmative.

OBTAINING APPROVAL OF ACADEMIC CAREER SPECIALIST POSITIONS

Article 20 of the current Agreement states in part that “...New position descriptions will be approved by the contract administrators of the AAUP and WMU relative to category suitability...” This statement has resulted in some confusion. In fact, academic career specialist positions are approved in the same way that new faculty positions and reclassifications are approved. The faculty recommends to the chair, the chair to the dean, and the dean to the provost. The provost has the ability to approve or deny the request for a new position or reclassification. If the position is that of an academic career specialist, and if the new position or reclassification is approved by the provost, then the contract administrators review for category suitability.

**New
Email
Address:**

wmuaaup@voyager.net

FACULTY RECEPTION

Thursday
March 23, 2000
4:00 - 6:00 p.m.
The Oaklands

Entertainment -- Live Jazz



WMU-AAUP Chapter
814 Oakland Drive
Kalamazoo, MI 49008

ADDRESS SERVICE REQUESTED