



# American Association of University Professors Michigan Conference

## Across the State

### PFEI Donations Needed

The Professors' Fund for Educational Issues, Inc. is beginning its annual fundraising drive. PFEI is a 501(c)3 charity organization which assists faculty in efforts to better the working conditions and external attitudes towards the professoriate. If you are interested in contributing or desire more information, please contact the Michigan Conference office at (517) 482-2775.

[Read more>>>](#)

### MIAAUP Leadership Development Seminar

The Michigan Conference will sponsor a seminar for any individuals interested in taking a more active role in the AAUP. The workshop will be held on Friday, November 9, 2007, from 2-5 pm on the campus of Western Michigan University. Attendance is free but space is limited. Please call the conference office at (517) 482-2775 to reserve a spot.

[Read more>>>](#)

### Michigan Tech Continues Negotiations for First Contract

Negotiations continue as the MTU-AAUP chapter seeks its first contract. Throughout the process, the MTU administration has been hostile to the union including frequent violations of Michigan Labor Law. A March 2007 MERC ruling requiring negotiations to resume in earnest was ignored through stalling tactics and outrageous proposals, most obviously a plan to create post-tenure review.

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Volume 12      No. 3      Fall 2007

### Higher Taxes, Changes to Health Care, No Budget, Now What?

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### The AAUP Today and in the Future

By Joel Russell, President, MIAAUP



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[Read more>>>](#)

### Why the AAUP?

Among members and non-members alike, questions like this arise, especially in the fall when new faculty are recruited and membership drives are planned. Why should one join the AAUP? What are the dues spent on? Couldn't we just do that job ourselves without a national association? Would we be better served to spend our money on an organization that promises direct member or chapter benefits? Every member should know the answers to these questions.

[Read more>>>](#)

Opinions and Viewpoints are of the Editorial Staff and not that of the Michigan Conference or the National AAUP. Please contact the conference office if you have any questions or comments.

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# The AAUP Today and in the Future

By Joel W. Russell, President, MIAAUP

As a new academic year begins you are receiving two new types of email informational messages from the AAUP – one with a blue heading banner for notices to AAUP members and another with a red heading banner for notices to over 350,000 faculty in American colleges and universities. I urge you to read these messages to see what the AAUP is doing today to defend academic freedom, tenure, and shared governance for all faculty. As administrations and governing boards replace academic models and traditions with corporate models with “disposable employees” and outsourcing of services, the need for a strong AAUP is more critical than ever.

Two characteristics of the AAUP set us apart from the other major organizations representing higher education faculty (NEA and AFT). One major distinction is our exclusivity to higher education teaching and research professionals. The most important and most threatened distinction is our membership by faculty who are not participants, either by choice or law, in collective bargaining. This portion of our membership makes us more than a labor union and allows us to develop and defend basic principles and standards for all of higher education that are accepted and endorsed by most higher education shareholders. Our strongest enforcement mechanism of sanctions of administrations has prevented or quickly corrected violations to our standards and principles without need for actual sanctions. Most colleges and universities that were placed on our sanctioned list have worked to be removed from this list. The threat to our ability to continue as the primary defender of faculty and faculty rights is the decline in our membership by non-collective bargaining faculty.

Delegates to the June 2008 Annual Meeting will be asked to approve a major restructuring of the AAUP that could help us build up our non-collective bargaining membership while providing enhanced services to collective bargaining chapters. This restructuring will also allow us to better conform to IRS and Department of Labor rules and regulations. The proposed future AAUP will have a professional organization, a labor organization, and a charitable organization. All AAUP members will be members of the professional organization. Collective bargaining chapters will be members of the labor organization. The charitable organization will be able to accept tax exempt donations to support the general welfare of the professoriate.

While meeting with the MIAAUP Executive Committee in early September, AAUP Interim General Secretary Ernie Benjamin suggested how the reorganization might be used to increase the non-CB membership so vital to the mission of the AAUP. The AAUP might consider different types of membership as

found in organizations such as the NAACP and ACLU. All members of collective bargaining chapters would remain full members of the professional organization. Faculty in non-CB institutions might choose between full membership and reduced dues membership with corresponding reduction in voting counts. Since the labor organization would provide enhanced services to its chapter members, it dues might rise while dues for non-CB full-members might be lowered such that more faculty will choose to support the AAUP as the professional organization that is as vital to faculty in all disciplines as are their disciplinary associations. Faculty wishing to show their support for our defense of academic freedom, tenure, and shared governance and not as concerned with full voting rights might swell our membership base with a fractional dues membership. These are some of the ideas the National Council will consider prior to the 2008 Annual meeting. The new email messages from the national office to all faculty are a first step in building recognition for the vital role of the AAUP.

While using the reorganization opportunity, increased communications, and the possibility a fractional dues/voting membership category to increase non-CB members, the national office is also working on plans for future organizing of new collective bargaining groups. Most campuses with the ability to collectively organize and strong faculty interest in doing so are now organized. Successful future organizing will require convincing more faculty that through collective bargaining they can best preserve the faculty's role and in both private and public colleges and universities. Our Michigan collective bargaining chapters have used bargaining to put teeth into faculty roles in hiring, reappointment and promotion of faculty; providing fair and equitable grievance resolution mechanisms; and enforcing rather than replacing faculty governance bodies in addition to addressing wages, benefits, and working conditions. These safeguards become more and more important as university administrations seek to increase the use of non-tenure track instructors at the expense of their tenure track colleagues.

For 92 years, the AAUP has been the champion of Academic Freedom and Tenure and the protector of the professoriate. To continue that mission, we need your continued membership and support; and we need the support of your colleagues across the country. With the impending reorganization, the AAUP is seeking to greatly expand its base of membership. To compliment the action of the national staff, I urge each of you to take a few minutes at your next conference and discuss with your colleagues the importance of robust Academic Freedom and the merits of the AAUP.

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## PFEI Seeks Donations

The Professors' Fund for Educational Issues Inc. (PFEI) is a charitable non-profit associated with the Michigan Conference of the American Association of University Professors. This mission of PFEI is to support the cooperation of professors and other scholars across institutions, promote the public understanding of Academic Freedom and Tenure, protect those rights for faculty and generally promote the interests of higher education in research. To achieve these goals, PFEI annually solicits donations.

Monies collected by PFEI have been used to support colloquiums and efforts to education the general public of the value of academic rights. In addition, scholarships are provided to faculty members to attend conferences or training seminars aimed at increasing their contribution to the profession.

Individuals who contribute \$25 or more become members of PFEI. Some members, such as

Wilfred Kaplan from the University of Michigan, have contributed to PFEI from its inception. The professoriate cannot, however, rely on the steady donations of a dedicated few. One goal of higher education is to benefit the common good. While each of us can excel in our research and teaching, we must remember to support those who choose to improve the environment in which we all work.

Donations can be mailed to the Michigan Conference office at

PFEI  
115 W. Allegan St. Suite 320  
Lansing, Michigan 48933

Donations are tax deductible. If you would like more information, please call (517) 482-2775 or email [office@miaaup.org](mailto:office@miaaup.org)

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## Michigan Tech Struggles with Contract Negotiations

By Marilyn Cooper, President, MTU-AAUP

At Michigan Tech, we are still working on concluding a first contract. We resumed negotiations after a 15-month hiatus on April 11, and in June, tired of dilatory negotiating by the administration, called on a mediator to help us make progress. He agreed to come to mediate once a month and we managed to TA a few more articles.

The administration demanded negotiations on an interim salary agreement in order to meet their proclaimed deadline of August 6 to process faculty raises for 2007-08. We offered several interim salary agreements, all of which included an across-the-board component, but the administration was adamant that raises be awarded solely on the basis of "merit." On July 24, in an attempt to resolve both the salary and contract issue, we submitted a proposal for a "bare bones" one-year contract to the administration. The proposed contract included thirteen articles to which we and the administration had already agreed and an additional nine articles that were the administration's current proposals. In addition to these articles, we included a salary article that would be subject to negotiation. Our opening salary proposal called for a 5 percent overall increase in salaries (2 percent across the board and 3 percent merit). The proposed contract

also provided for negotiations to continue on unresolved articles and issues after the one-year contract was signed; unresolved articles included fair share; promotion, tenure, and reappointment; reorganization, discipline and sanctions; and post-tenure review. The goal of these continued negotiations would be to achieve a more complete three-year contract by next summer.

On August 7, the administration flatly rejected this offer.

The administration's refusal to negotiate over salaries as part of a contract whose other provisions consist exclusively of either previously TA'd articles or articles that the administration had written and submitted was perplexing and disappointing. We can only conclude that the administration has little interest in coming to agreement with the association and instead seem intent on dragging out negotiations.

We have since filed two ULP's against the administration including one for unilateral and unnegotiated salary increases, which is the third year in a row the administration has done so. A hearing for the Michigan Employment Relations Commission is scheduled for October.

# Higher Taxes, Changes to Health Benefits, No Budget, Now What?

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## State Government Stays Open but What about the Future

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By Jeffrey Lee, Executive Director, Michigan Conference

Early on the morning of Monday, October 1, Michigan's weary legislature passed three bills, two for higher taxes and one to reform educator health insurance, enabling the governor to sign a 30 day temporary budget and avoid a government shutdown. Incredibly, some legislators were slapping each other on the back and congratulating one another on a job well done. A common claim was that they had secured Michigan's future; a claim echoed by too many to attribute to one. But, what did they actually pass, why was it necessary and where do we go from here?

### **Why the need for a "big fix"?**

Michigan has had a structural deficit since the turn of the century, meaning that the cost of expenditures grows at a faster rate than the tax base. Most of this is related to health care. The state spends tax revenue on health insurance for its employees, K-12 employees through the school aid fund, corrections inmates and Medicaid/MI-Child enrollees. While the state has controlled the direct cost of Medicaid, employee health care continues to increase at a high rate. The Kaiser Family Foundation lists the average increase in employer-provider health care at 7.7% from 2005 to 2006, twice the level of wage growth or inflation. In a state with declining property values and high unemployment, this has led to a major budget problem. Add in higher than average correction rates and corrections costs and Michigan has a continuing budget mess in need of a long term solution.

### **What did they accomplish?**

In reality, the new laws themselves will have very little long term effect. While the expanded sales tax and income tax increase will generate more revenue, neither expands the tax base in a manner that allows revenue growth to match that of spending. We use the sales tax as a primary source of K-12 funding and local revenue sharing; however for decades, consumer spending has been shifting from away from goods to services, which reduces the base of the sales tax. Even with the new services included in the sales tax, that tax base will continue to inadequately cover our needs and eventually, unless something changes in the way state government spends money, we will be back here in 5 years.

### **Health Insurance Reform**

Republicans have touted the reforms to K-12 education as a success in the budget mess. Previously, MESSA, a third party health insurance administrator and affiliate of the MEA, did not share individual claims data, instead aggregating the data over the pooled claimants. Now, they will be forced to release that information and local school boards will be required to seek four bids for health care benefits. The final choice will still be open to negotiation.

The Mackinac Center for Public Policy states that estimated savings could be up to \$400 million dollars annually. To believe this figure, we have to assume that teachers will be forced to cover that amount in out-of-pocket cost or that MESSA and other insurers had significantly higher administrative costs than the average insurer.

In all likelihood, any savings will be on the backs of our teachers. This law has merely empowered the negotiating position of school administrators. To believe that the state will recognize savings without a decline in benefits is naïve. Instead, this will merely accentuate a funding gap across districts. Those districts with younger healthier faculty will save money with lower premiums. Districts with older faculty will likely face much higher costs and less money for the classroom. The original intent of this legislation was to allow districts to pool their health insurance to lower rates and lessen risk. Unfortunately, there will be little motive for high expense districts to be included in pools. It is too early to tell exactly how this will affect early buyouts and faculty composition, but the direction is predictable – a move towards younger, less experienced educators.

### **Where to we go from here?**

As of the first week in October, a 2008 budget has not been enacted. I encourage each of you to please take a few minutes to contact your representative and senator and reemphasize the need for major increases in higher education appropriations and reforms to the corrections budget and system. In addition, please contact House Speaker Andy Dillon and Senate Majority Leader Mike Bishop to share your wishes. You can call their offices or write/fax a letter. E-mail is not an effective method of communication. Contact information is on the Michigan Conference website at

<http://www.miaaup.org/GovtContacts.asp> or at the house and senate sites at [Michigan.gov](http://Michigan.gov).

Feel free to include any of the following arguments:

- Higher education is the most effective path to economic recovery
- The research and quality of the faculty is an asset in attracting businesses to Michigan
- Skyrocketing tuition rates are leading Michigan students to look out of state after graduation
- Tuition rates also discourage talented students from moving to Michigan
- We could provide four years of in-state tuition at nearly every university for the cost of incarcerating an inmate for 1 year.

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## U-M Flint Sponsors Award

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In the fall 2007, the UM-Flint AAUP chapter will request nominations for its annual Courageous Student Award. The chapter sponsors this award for students who overcome obstacles to achieve an education. The

recipients of this award (and we usually give three a year) receive public recognition (in the form of a reception) and a cash award (usually \$100) that they can use however they please.

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## AAUP Active at Kalamazoo College

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By Henry Cohen, At-Large Member, Kalamazoo College AAUP Executive Committee

During the 2006-2007 academic year, the Kalamazoo College AAUP authored a new policy that improved the procedures for hiring non-tenure track faculty members for sort-term positions, a policy that the college administration accepted. We advocated for a faculty member who believed that he had not been fairly treated in the hiring process. In order to see where we could be helpful to our colleagues, we held an open meeting to find out what were the principal concerns of faculty members. As a result of that meeting, we got the Faculty Executive Committee to

devote one faculty meeting largely to the issue of sabbatical leaves. In order to help us assess our own relationship with our administration, we polled a number of AAUP chapters in private institutions on two subjects: (1) their relationship to their administration, and (2) the practice of periodic faculty assessments of academic administrators. We published our annual report of our salaries and total compensation for all ranks compared with those of all other Great Lakes Colleges Association institutions.

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## MIAAUP to Host Leadership Development Seminar

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For individuals interesting in becoming more active in their local AAUP chapters, the Michigan Conference of the AAUP will hold a Leadership Development Seminar on November 9 from 2-5 PM on the campus of Western Michigan University. Its was active faculty members who formed the AAUP 92 years ago to define and defend the principles of Academic Freedom, Tenure, Shared Governance, and Due

Process. That effort continues with the help of today's faculty members. This seminar will give you a greater understanding of the AAUP and what it does for the faculty while providing the tools to better contribute to that mission. Attendance is free, but space is limited. If you are interested, please contact the Michigan Conference office at (517) 482-2775 or email [office@miaaup.org](mailto:office@miaaup.org).

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# Why Bother Being an AAUP Member?

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By Jeffrey Lee, Executive Director, MIAAUP

Among members and non-members alike questions like this arise, especially in the fall when new faculty are recruited and membership drives are planned. Why should one join the AAUP? What are the dues spent on? Couldn't we just do that job ourselves without a national association? Would we be better served to spend our money on an organization that promises direct member or chapter benefits? Every member should know the answers to these questions.

## A Brief History

In 1915, a group of professors from across the country led by John Dewey and Arthur O. Lovejoy formed an organization that would protect the academic rights of faculty. Hence the AAUP was born with a mission of guaranteeing Academic Freedom, then a relatively new concept. Though codified in the 1925 Conference Statement on Academic Freedom and Tenure, these two core tenets did not become the widespread norm in American higher education until the 1940 Statement of Principles on Academic Freedom and Tenure was adopted.

Since that time, the AAUP has worked to define the rights and responsibilities of the professoriate and ensure the standards it expounds have been accepted and adhered to by institutions across the nation. The latter task has been the primary mission of the association's Committee A on Academic Freedom and Tenure. Policy statements impacting both of these principles are generally authored and vetted by this committee. More of its business, however, involves the investigation of violations of Academic Freedom and Tenure.

Today, the AAUP has fifteen standing committees addressing academic issues in addition to ad hoc committees and the work of conferences and individual chapters. Topics range from professional ethics to the economic status of the profession to accreditation to the recent investigation of the violation of academic rights in the wake of the Hurricane Katrina disaster. And unlike most national organizations, the AAUP remains driven by work of members, especially at the local level. Most of the output of the AAUP, from policy statements to investigation reports, is a result of a commitment of time and effort by faculty such as you. For the most part, they are not paid. Your dues pay for a professional staff that annually reviews thousands of Academic Freedom concerns; researches economic and academic trends; lobbies government officials; publishes *Academe*; assists members; and organizes and supports chapters and conferences. In addition, a portion of the collected

dues is earmarked to return to members/chapters in need.

## Why Membership Matters

In an economic and political environment where we expect tangible results for investment, the question of the value of being an AAUP member is especially appropriate. Unfortunately, like most public good non-profit organizations, the benefits of membership are directly felt by the payee only on rare occasions. Certainly, the value of the AAUP is proven when an individual's rights are defended and that person's employment and career are made safe. That is an obvious circumstance, but thankfully, not a situation most faculty will face.

To properly assess the worth of the AAUP and its work on behalf of the professoriate, we must envision the future of higher education without the AAUP. While some argue that the AAUP does not offer a unique service and that in its absence, other groups would fill the void, no other group has the same primary mission but instead the championing of academic rights is an ancillary function.

The first noticeable difference in an AAUP-less future is the absence of faculty in the governance of the university. Elected governance would be eliminated as too slow and ineffective. In its place, a streamlined system of faculty involvement which would be restricted to only those could forward the agenda of the administration.

Second, the current shift towards untenured faculty would greatly accelerate. Remember, without faculty governance, hiring committees would become advisory only and the offer, or even the possibility, of tenure would lie in the hands of the provost or dean. Instead, tenure would be reserved for research "stars." These individuals would effectively become mini-administrators, overseeing numerous projects undertaken by a myriad of contingent researchers. Instruction would become the province of untenured lecturers, individuals with heavy teaching loads and no other responsibilities.

While this prediction seems dystopian to many of you, please consider the current trends of higher education here in Michigan alone. In February, Cornerstone University in Grand Rapids eliminated the tenure track for its non-seminary programs. All newly hired faculty will hold that position on a contingent basis, i.e. on a single or multiyear contract whose renewal is dependant solely upon of the approval of an administrator. For the 2006-07 academic year, 51% of the instructional faculty at the University of Michigan – Ann Arbor was not on the tenure track. In fact, less

*AAUP Membership (continued by page 6)*

than 37% of instructional faculty had tenure. In comparison, less than 48% of the faculty was not on the tenure track just four years early. Going back ten years, the percentage falls to 42%. Regardless of the size or prominence of the institution, there is a trend to move away from tenured positions.

Continuing on with the prediction, a loss in tenure leads to limits in academic freedom. Those limits need not be formally imposed, but simply implied or perceived as a condition of continued employment. This scenario could not happen overnight. In the end, this prediction comes true not from because it is the desired outcome of either party, but because the momentum of circumstance and past decisions becomes too much for a restricted faculty and a decentralized education system to counteract.

The AAUP exists to provide that unifying force for the professoriate. It is the AAUP that discourages colleges and universities to limit the use of contingent faculty and defends the continuation and value of tenure. No organization can stop a determined administration from enacting bad policies. One dedicated to the common good can attempt to isolate that policy, condemn its proponents and educate others on more productive approaches.

As was mentioned earlier, other organizations exist that advocate on behalf of higher education faculty. Most do a superb job protecting the rights of their members, although they do not expend much energy on those individuals who are not members. While this clearly benefits members in the short term, it does little to effectively manage the environment of higher education. No matter how strong and influential an organization is, one cannot simply sidestep popular

sentiment and environmental conditions. We need to look no further than the bill passed Sunday night to effectively end the monopoly of MESSA, the health care affiliate of the Michigan Education Association (MEA).

### **It's a Public Good**

The majority of AAUP activity is the protection of the rights of individuals, but the essence of that activity is the defense of the rights of a profession. That is a mission that cannot be accomplished by an individual or a single chapter. Academic rights cannot be secure on one campus while in danger on others. Education is an essential public good; a commodity whose mere existence impacts all people. Your membership dues ensure the value of higher education to all while seeking to secure the rights for you individually.

As always, the future of the AAUP lies in the hands of the faculty. Individuals and chapters can always disassociate themselves from the national organization, believing that the monetary saving is worth the risk of any future actions of the administration. Ironically, this action makes negative consequences more likely since it reduces the AAUP's ability to react and counter adverse trends. Instead, consider the opposite action, become more active in the AAUP and in the recruitment of new members. A stronger organization is a more effective organization. Your actions will both revitalize your chapter's resolve and stem any unwanted initiatives from the administration. Remember academic freedom is a public good and the more people who contribute to its defense, the stronger it will become, and the more higher education thrives under its umbrella.

**AAUP MEMBERSHIP APPLICATION – MICHIGAN CONFERENCE**

Check Membership category (2007 National Dues):

\_\_\_ Full-time (\$155)    \_\_\_ Associate (\$117)    \_\_\_ Entrant (\$78)    \_\_\_ Joint (\$78)  
\_\_\_ Retired (\$78)    \_\_\_ Part-time (\$39)    \_\_\_ Graduate (\$39)

Name: \_\_\_\_\_

Institution: \_\_\_\_\_

Preferred mailing address: \_\_\_\_\_

Daytime Phone: ( \_\_\_ ) \_\_\_\_\_ - \_\_\_\_\_ E-Mail: \_\_\_\_\_

Tenured: \_\_\_ Yes \_\_\_ No    Academic Rank & Field: \_\_\_\_\_

Membership Status: \_\_\_ New Member    \_\_\_ Renewal    \_\_\_ Reinstatement

Note: Membership will extend for twelve months from the month payment is received at the national office.

**PAYMENT**

Total Dues:            \_\_\_\_\_ National Dues  
                              + \_\_\_\_\_ Michigan Conference - \$38  
                              + \_\_\_\_\_ Chapter Dues (GVSU, MSU, U-M Ann Arbor - \$10, U-M Flint - \$12)  
                              = \_\_\_\_\_ Total Dues Owed

Check: Amount Enclosed \$ \_\_\_\_\_ Please make check payable to: AAUP

I hereby authorize the AAUP to charge my credit card \$ \_\_\_\_\_

Visa \_\_\_    MasterCard \_\_\_    American Express \_\_\_    Discover \_\_\_

Card No. \_\_\_\_\_ Exp. Date: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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