

Michigan Conference

American Association of University Professors



President's Column by President Tom Dietz

This year will be a year of transition for the Michigan Conference AAUP. At our Annual Meeting on April 8 at the Lansing Radisson Hotel, I will complete my second term as MIAAUP Executive Board President and a new president will be elected. These four-plus years as Conference President have been challenging given the Michigan's budget problems and their impact on higher education. Our chapters, whether or not they engage in collective bargaining, have found faculty rights, compensation, and benefits under pressure.

I think that we have done as well as we possibly could given the circumstances. The Conference welcomed a new collective bargaining chapter at Michigan Technological University. We undertook an innovative recruitment campaign in collaboration with the national office that enhanced the visibility of the AAUP on several campuses. The Conference has also assisted several chapters in dealing with their

internal affairs. The Michigan Conference remains one of the largest state conferences in the AAUP and recognized nationally for its work. That recognition results from the dedicated service of our long-time Executive Director, Bob Grosvenor. Any accomplishments during my tenure as President reflect his efforts. So it is with some sadness that the MIAAUP Executive Board accepted Bob's resignation from his position effective at the April 2006 Annual Meeting. I have found myself in recent weeks mentally thanking Wilfred Kaplan, George Miller and Jack Nightingale for their exceptional decision in 1990 to hire Bob Grosvenor. I feel confident in saying there has not been a single Executive Board member or officer in the last 16 years who has not felt the same gratitude. Bob will surely be missed.

The last significant responsibility of my term will be selecting his successor. We will be advertising for a successor in the next week or so. The Executive Board appointed a committee of Tad Smith (UM), Bob Grosvenor, and me to make a recommendation before the Annual Meeting. If you know of someone with experience and knowledge of higher education, Michigan politics, and a commitment to the values of the AAUP, feel free to make a recommendation to any member of the committee and we will be happy to send them a job description.

In other news, as we anticipated after the September decision of

Judge Joyce Dragonchuk that the Proposition 2 amendment of the Michigan Constitution did not prohibit same-sex domestic partner benefits, the Attorney General appealed that ruling. In December, the MIAAUP again filed a further friend of the court brief with the Appeals Court seeking to uphold the original decision. We expect a ruling in the near future as the Attorney General asked for, and was granted, an expedited hearing.

Elsewhere in the newsletter you will find additional information about the 2006 Annual Meeting. The Meeting will include the election of new officers. As Chair of the Nominating Committee, I encourage you to contact me if you or a member of your chapter is interested in serving on the Executive Board.

Finally, the most appropriate tribute that the MIAAUP can offer Bob Grosvenor upon his retirement would be to have a large turnout for the Annual Meeting. Bob has provided considerable assistance to each chapter in Michigan during his years as Executive Director, often during the most challenging times. It would be appropriate if every chapter was well-represented to honor and thank Bob all he has done for the MIAAUP.

16TH ANNUAL LEGISLATIVE RECEPTION

5:00 p.m. - 7:00 p.m.
Tuesday, February 21, 2006
Ballroom, Radisson Hotel
Lansing, Michigan
Free to all AAUP members

Comings and Goings at the Eastern Michigan University AAUP Chapter

By Howard Bunsis
President, EMU-AAUP

Our number one priority this year is preparation for negotiations. The 2-year contract we signed in August of 2004 expires this summer, and we are poised for a difficult negotiation. Health care looms as a large issue, and we are preparing to develop strategies to maintain our hard fought benefits. Still, given the improving state economy, as well as steady enrollment numbers and a new President at EMU, we are hopeful that we can achieve a fair contract for our members. Specifically, our Bargaining Council has been formed and has met already, and we are in the process of selecting our negotiating team. We want to work with our sister chapters in Michigan to gather factual information on recent contracts, and to discuss areas of common ground.

Along those lines, we are stressing communication as a theme for our chapter this year. We are committed to communicating with:

- o Our members, through constant updates and events. We hosted a holiday party at our new offices in December that was very well received
- o Our students, through articles in the student paper, through information forums, and at other events.
- o The new president, John Fallon. We continue to meet regularly with him to discuss issues of mutual concern.
- o The Provost and other upper-level administrators, who we also have met regularly with
- o Community leaders, who we will be hosting with certain events during the coming year, in order to build support for the AAUP
- o All of the above about the financial situation at EMU, dispelling the myth of poverty that the administration continually claims

In the latest round of capital appropriations from the State, EMU was again shut out. However, this decision was made in March of 2005, and is not a reflection on our new President. Nevertheless, the University desperately needs to fix our outdated classroom buildings. This should have been the number one priority of the Administration for the last 10 years (at least), instead of building a new house for the President and a new student union.

The AAUP remains committed to working with the administration to do everything possible to move these projects forward.

16TH LEGISLATIVE RECEPTION SCHEDULED

All AAUP members are cordially invited to attend the 16th Annual Legislative Reception sponsored by the Michigan Conference. The Legislative Reception will be held Tuesday, February 21, 2006, in the Ballroom, Radisson Hotel, 122 North Grand Avenue, Lansing. The reception is free to AAUP members.

All members of the Michigan House of Representatives and Senate will be invited to attend. All members of the House and several Senators will be up for election in November, 2006.

WAYNE STATE CHAPTER SEEKS NOMINEES

The WSU Nominating Committee (Mary C. Sengstock, Chair; Jennifer Bondy and William Volz is seeking nominations of members to be candidates for the following positions to be elected this term: Vice-President, Treasurer, and Member-at-Large. Candidates must be full members of the AAUP-AFT and must be willing to serve for 2 years if elected.

Please send your nominations to Mary C. Sengstock, Sociology; 2237 FAB (m.sengstock@wayne.edu) or call her at 577-2157.

OFFICIAL NOTICE

The 52nd Annual Meeting
of the
Michigan Conference
will be held on
Saturday, April 8, 2006
in the
BALLROOM
RADISSON HOTEL
111 North Grand Avenue
Lansing, Michigan
Business Meeting and
Election of Officers - 9:00 p.m.
Registration: 8:30 - 8:55 a.m.
Registration Fee: \$25 (covers everything)
Send names of delegates with a check
made payable to the
Michigan Conference
115 West Allegan Street, Suite 320
Lansing, Michigan 48933

NMU CHAPTER UPDATE

The NMU Chapter is pleased to announce that it has come to a resolution with the Administration on the issue of merged departments. In response to budget cuts three years ago, a budget reduction committee was created, composed solely of administrators at the equivalent rank of dean or above. That committee chose to merge administrative functions of departments as a cost savings measure. In effect, eight departments were merged into three administrative units with a head for each unit, but with each department retaining its name and independent bylaws as a compromise. The NMU faculty found this cost savings measure to be ineffective and unworkable. The union and its faculty worked long and hard through semesters of heated discussion to reach a resolution to separate the merged departments into individual departments once again. Special thanks go out to Carol Johnson, Past President; Krista Clumpner, President; and Ray Ventre; Grievance Officer their work on this important matter.

Regarding upcoming contract negotiations this spring, the Contract Proposal Development Team has completed a thorough review of all articles in the contract and has forwarded its proposed language changes to the Bargaining Council. Members of the Bargaining Council have been meeting weekly through the semester, and it is reviewing, discussing, and editing the proposed language revisions. One specific discussion item in the Bargaining Council involves contract language for non-US citizen instructors.

Other news at NMU includes health care premiums, paybacks, and plans; salary compression; faculty involvement in upcoming negotiations; academic credits generated in non-academic units, and the upcoming union election.

MSU REPORT, 16 JANUARY 2006

By Grover Hudson
MSU Chapter President

The MSU chapter may perhaps be understood as in a period of retrenchment, now that the issues which invigorated the chapter and boosted membership in 2004-5 have somewhat faded from attention: then-Provost Lou Anna Simon's proposal to reorganize the liberal arts seemingly forgotten, and then-President Peter McPherson's proposal to move the College of Human Medicine to Grand Rapids having been negotiated into a plan, achieved with faculty input, only largely and gradually to do so.

McPherson suddenly and unaccountably resigned, and was almost immediately replaced by Simon. The new

provost is Kim Wilcox, an MSU graduate coming from the University of Kansas.

As negative faculty reaction to the two above-mentioned administration initiatives, the MSU Academic Senate established a 'Faculty Voice Committee', three of the five members of which were chapter members, which made five proposals now under consideration by Faculty Council action: to reorganize academic governance structures, for faculty review and evaluation of administrators, for faculty review and evaluation of programs, to improve communication and transparency in academic governance, and to clarify the rights of fixed-term faculty. With good success, the MSU AAUP chapter attempted to place members on the five 'Task Forces' charged to consider and implement these proposals.

Officers of the chapter are now focused on how to reorganize and regularize chapter structures and activities to sustain faculty interest and energy in these and other issues now coming into focus, perhaps principal of which are the steady decline of numbers of tenure-system faculty, despite rising enrollment and considerable increase over the last two decades of fixed-term faculty, and increasingly higher standards of tenurability. For example, getting grants increasingly becomes a stated requirement while the relative availability of these declines.

AAUP ANNUAL MEETING

The AAUP Annual Meeting will be held June 8 - 11, 2006, at the Omni Shoreham Hotel, Washington, D.C. Plan now to elect your delegates to attend this important meeting. Check the AAUP web site for details: www.aaup.org.

AAUP SUMMER INSTITUTE

The AAUP Summer Institute will be held July 27-30, 2006 at the Portland State University. Chapters should plan to send as many delegates as possible to this Institute. Check the AAUP web site for details: www.aaup.org.

MEDICAL BENEFITS SURVEY

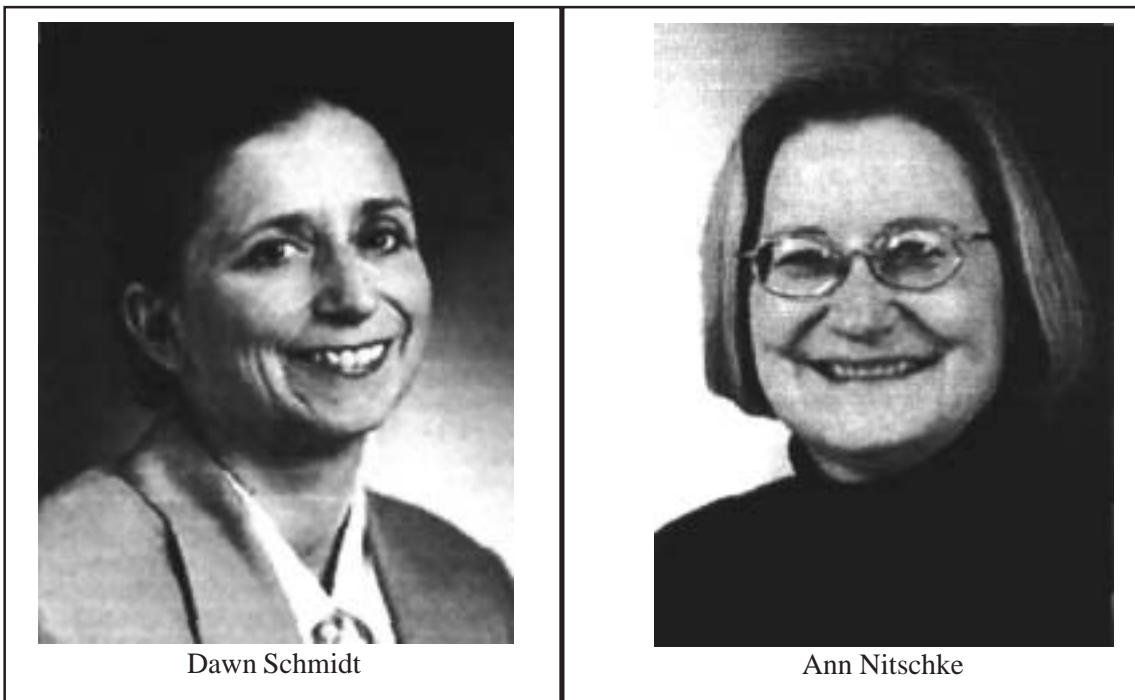
Chapters will receive a "Medical Benefits Survey" form in the very near future. We ask that you fill it out and return it promptly.

Dennis Simpson from WMU will be analyzing the medical benefits programs at all universities and will be reporting on this at the afternoon session of the 52nd Annual Meeting April 8, 2006.

**DELTA COLLEGE CHAPTER
ELECTS NEW OFFICERS**

The Delta College AAUP Chapter elected the following officers to serve one year terms: President - Raymond Pfeiffer; Vice-President - Cynthia Drouse; Recording Secretary - Margot Haynes; Corresponding Secretary - Donna Giuliani; and Treasurer - Alan Hill. Santiago Peregrino is the Immediate Past President.

**DELTA COLLEGE AAUP
AWARD WINNERS**



Dawn Schmidt, Math and Computer Science Division Chair, is this year's recipient of the AAUP Award for Governance. This is the second time Dawn has won this award.

Ann Nitschke, Assistant Director of Registration, won the AAUP Award for Service.

KALAMAZOO COLLEGE

The Kalamazoo College AAUP is working on several issues. The Executive Committee met in November with representatives of the Faculty Executive Committee on a range of compensation-related matters. Subjects of a general membership meeting, also held in November, were compensation, information services, a faculty hiring freeze, and exactly which kinds of issues the AAUP should address. Executive Committee members met with the college president in January on a complaint of unfair treatment that had been filed by a faculty member.

**MEETING SCHEDULE
2006**

February 21 - Executive Board Meeting, Radisson Hotel, Lansing, Michigan - 3:00 p.m

February 21 - Legislative Reception, Radisson Hotel, Lansing, Michigan - 5:00 p.m.

April 8 - 52nd Annual Meeting, Radisson Hotel, Lansing, Michigan - Registration 8:30 - 9:00 a.m.

STATUS OF NEGOTIATIONS AT MTU

By Bruce Barna
President, MTU-AAUP

As we have previously informed you, negotiations are on hold pending resolution of the decertification election. The decertification election, in turn, is awaiting resolution of the Unfair Labor Practice (ULP) charge that we have filed against the Administration. The hearing for the ULP is now scheduled for early March. Following the hearing, both sides will have to file briefs and then the administrative law judge will need some time before rendering a decision. Our understanding is that it is thus likely to be three or more months after the hearing before the results are announced. Although we expect to prevail in the ULP, it is difficult to predict what remedy the judge will impose.

Prior to the Christmas break we made a verbal proposal, through our attorney, to settle the ULP. A written confirmation of the offer was provided to the Administration at their request on January 8th. A copy of the proposal is attached for your information. We have yet to receive a response or counter proposal from them. We remain committed to exploring a possible settlement provided that the offer adequately levels the playing field that was disturbed by the Administration's unilateral imposition of salary adjustments without negotiation. An early settlement of the ULP might still permit scheduling of the decertification election this semester.

President Barna and VP White met with VP Horsch and VP Reed on the 5th of January to discuss communications and other issues. One of the things that we discussed was a request by us that negotiations be resumed while the ULP is pending. We were informed that the Administration is presently unwilling to do that because the pending decertification election has raised a question concerning representation (QCR) that they feel must be resolved before they are willing to go back to the table.

To summarize then, we will continue to explore possible settlement of the ULP if the Administration is willing to also do so. Absent a settlement of the ULP, we will have to await the outcome of the March hearing before we get back to the negotiating table. We will keep you posted as new developments arise. In the meantime feel free to contact any of the officers or the Liaison Council members if you have any questions.

GROSVENOR TO RETIRE

Executive Director Bob Grosvenor notified the Executive Board at its Nov. 5 meeting that he would like to plan to retire April 8, 2006. He was hired in 1990. This is the date of the 52nd Annual Meeting to be held at the Radisson Hotel, Lansing.

Grosvenor said his decision was prompted by his declining mobility for which the doctors have found no relief. He is currently living at the Delta Retirement Center in Lansing and plans to stay in this area after his retirement.

He holds graduate degrees from Bucknell University in Pennsylvania and Michigan State University. He previously held positions as Director of the Michigan State Employees Union, AFSCME (20 years) and Executive Director of the Michigan Trial Lawyers Association (18 years).

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AAUP members can attend the Annual Meeting and bid Bob farewell at the same time.

FACULTY ACTIVE IN CAMPUS DISCUSSIONS

By Daniel Bays
Chapter President

Several AAUP members were active in the very animated campus discussions and debates on what action faculty should take concerning the last-minute announcement that President Bush would be Calvin's commencement speaker. Not all AAUP members agreed on the proper response.

For the one-third of the faculty who signed a newspaper ad, most were concerned lest the kind of socially aware and responsible Reformed Christianity to which we are committed here would get thrown in bed with the extremist and mindless evangelical group and leaders whom Bush, Chaney and Rove so effectively panders.

But the AAUP Chapter did not take a formal stand on the issue.

**WHAT ARE YOU DOING TO
PROTECT YOUR ACADEMIC FREEDOM?
AAUP CAN SHOW YOU HOW TO DO IT!!**

Officers & Executive Board

President

Tom Dietz, KVCC

Vice-President

Joel Russell, OU

Secretary

Sheila Teahan, MSU

Treasurer

Charles B. Smith, UM-Ann Arbor

Executive Board

Maqsood Choudary, Delta

Sally McCracken, EMU

George Monsma, Calvin

Bruce Barna, MTU

Joel Boyd, WMU

Charlie Parrish, WSU

Ray Ventre, NMU

Past President

Don Pearson, EMU

National Council

Gary Mathews, WMU

Executive Director

Robert C. Grosvenor

Administrative Assistant

LeAnn Voigtritter

Lobbyist

Dennis Cawthorne

Phone: 517-482-2775

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E-Mail: miaaup@aol.com

Web site: www.miaaup.org

THE DELTA COLLEGE CHAPTER OF THE AAUP

By Raymond Pfeiffer

The Delta College chapter of the AAUP is devoted to promoting communication among faculty and between faculty and administrators on subjects of academic freedom and college governance. Although Delta College does not have collective bargaining agent, it does have an elected faculty salary committee. The chapter hosts discussions to promote the flow of ideas in all directions.

Our January meeting, which was open to the entire faculty, consisted of a discussion with Delta's new president, Dr. Jean Goodnow, on a list of five questions that had been submitted to the AAUP President in advance. Dr. Goodnow commented on aspects of Delta College

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culture and the need to decorate the college with more art work. She defended her interpretation of how a "business model" of thinking can be useful to help Delta do its job better, but acknowledged the significant differences between the college and a business. She was informed for the first time of serious and damaging ineffectiveness and incompetence in the administering of audio-visual aids to college classrooms. This was a useful meeting that included plenty of give and take.

The February meeting was devoted to a discussion of a proposal to include support staff in the Delta College Senate. This proposal comes from a few faculty who think that, since support staff such as librarians, secretaries and others do directly work with students, these support staff members should have a say in making Delta College academic policy. The faculty is somewhat split over the matter, and it is still in committee and under study. The discussion with a member of the faculty committee studying the matter included consideration of a number of arguments for and against the idea. This was a lively and informative session.

In March, the officers of the Executive Committee will be having dinner with Delta College President

Goodnow, and pursuing questions about the placing of faculty on administrative committees, and about having all committees in the college, with no exceptions, file an annual report with the college senate. for scholarly work.

There will also be a meeting in April on the subject of part-time faculty, which continue to increase across the country in relation to full-time faculty. This meeting will be led by Delta AAUP Recording Secretary Dr. Margot Haynes.

OAKLAND UNIVERSITY REPORT FROM CHAPTER

By President Jim Cipielewski

Oakland University's AAUP Chapter is preparing for bargaining this year. The chapter elected its bargaining team during the fall semester. Currently, our Bargaining Forum (a representative body of approximately 35 faculty members) are collecting information from the faculty using a web-based questionnaire, discussing issues of importance, and giving input to the team. The team is also meeting with the various faculty groups to become better informed. The chapter is assisting faculty in two tenure cases using the procedures that were part of our current bargaining agreement. In one case, the faculty member's tenure and promotion to associate professor was denied by the administration in spite of the fact that there had been faculty review at three stages without a dissenting vote. Both cases are proceeding to arbitration. In these times of tight state budgets, our last bargaining team used the idea of linking a pay increase over and above that scheduled to the state appropriation levels. This turned out to be a very astute move on the AAUP team's part as this came to fruition this past year.

MICHIGAN CONFERENCE

Position Announcement

The Michigan Conference of the American Association of University Professors (MIAAUP) seeks a qualified and motivated individual to serve as a full-time Executive Director.

The Michigan Conference has nearly 4,000 members in chapters at public and private universities, colleges, and community colleges across the state. Most of the larger chapters at public institutions engage in collective bargaining. The Conference is governed by an Executive Board elected at the Conference's annual meeting. The Executive Director is responsible to the Executive Board.

Duties include implementing Board decisions, managing the MIAAUP budget, assisting chapters in recruitment and retention of members, functioning as a

liaison between the MIAAUP and the national AAUP as well as with other state conferences, and serving as a contact person for inquiries from the media on issues relative to higher education in Michigan. The MIAAUP Executive Director will monitor political developments in the Michigan legislature, represent the MIAAUP in labor and political coalitions, and disseminating information to the MIAAUP chapters. The Executive Director organizes the bi-monthly meetings of the Executive Board, organizes an annual legislative reception, assists in the organization and coordination of the MIAAUP Annual Meeting, and will attend the Annual Meeting of the AAUP in Washington. Together with a part-time office assistant, the Director will maintain the Conference's website and prepare and publish a quarterly newsletter. The MIAAUP maintains a permanent office in Lansing.

Applicants must demonstrate experience in performing the above or similar duties and must demonstrate a significant familiarity with the issues facing higher education in Michigan. Ideally the candidate will have significant experience in higher education, collective bargaining, and/or Michigan politics.

Salary: \$35,000 - \$40,000 with benefits to be negotiated. Beginning date: April 1, 2006. The MIAAUP is an equal opportunity employer. Retirees are encouraged to apply.

To apply for this position, send a cover letter with a resume and the names of at least 2 references to: Thomas A. Dietz, President, MIAAUP, 115 West Allegan Street, Suite 320, Lansing, MI 48933.

CHAPTER REPORTS

Each chapter President or his/her designee will be asked to give a brief report on chapter activities during the past year, and information about programs projected for the coming year at the 52nd Annual Meeting, April 8, 2006.

TANNER RESIGNS AS WMU AAUP PRESIDENT

On Thursday morning, January 12, to the WMU AAUP's considerable surprise, the Chapter office received a fax from Dr. Ralph Tanner notifying us of his resignation as President.

On Friday afternoon, January 13, at the Executive Committee's weekly meeting, the committee formally acknowledged Dr. Tanner's resignation. On January 26th, the Association Council voted to accept Dr. Tanner's resignation.

The WMU AAUP appreciates the contributions Dr. Tanner has made to the chapter during an eventful year. We wish Ralph, his wife, Linda, and their family, the very best.

MICHIGAN CONFERENCE - AAUP
115 W. ALLEGAN ST., SUITE 320
LANSING, MI 48933

WAYNE STATE CHAPTER WINS TENURE COURT CASE

by President Charles Parrish

In a welcome reversal of policy, the Administration has agreed to accept the decision of a neutral arbitrator concerning partial tenure in the School of Medicine (SOM).

Arbitrator June Miller-Weisberger had ruled last March in favor of the Union's contention that the Administration had improperly given 25% fractional tenure appointments to PhD faculty members in the SOM when the contract language negotiated in 1992 was intended solely for clinicians.

When the Administration initially decided not to abide by the decision the Union filed suit in the Michigan Court of Claims and a hearing on the issue was scheduled before Judge Joyce Draganchuk for January 11, 2006. That hearing has now been canceled.

For the full story go to the WSU web site: <http://mywebpages.comcast.net/aaup.aft>

WILSON ASSUMES WMU AAUP LEADERSHIP POSITION

On January 13th, WMU AAUP Vice President Paul Wilson became the WMU AAUP's thirteenth president. Paul has served 4 years on the Association Council, 6 years on the Executive Committee, and this past year as Vice President. President Wilson has committed himself and the AAUP officers to actively and aggressively protect and represent the membership with vigilant enforcement of the contract and vigorous advocacy for faculty causes.

Because our official order of succession specifies that Dr. Wilson move into the Presidency, the WMU AAUP immediately called for nominations to fill the office of Vice President. Nominations were accepted from January 15th through the 26th and closed at our monthly Association Council meeting after asking for final nominations from the floor. We will now hold a special election for Vice President.

Please join us in welcoming Paul as the new chapter leader.

AAUP MEMBERSHIP APPLICATION

Note: When you join, your membership will extend for twelve months from the month payment is received in the national office.

Full-time – AAUP & Michigan Conference & Chapter - \$184

Entrant* - AAUP & Michigan Conference & Chapter - \$114

Part-time – AAUP & Michigan Conference & Chapter - \$62

*Entrant membership is offered to non-tenured faculty for four years.

Check Membership category: Full-time Entrant Part-time

Name _____

Institution _____

Preferred mailing address _____

Daytime Telephone (____) _____ E-Mail _____

Tenured Yes No Academic Rank & Field _____

Payment:

Check: Amount enclosed \$ _____ Make check payable to: AAUP

Charge: Amount Authorized \$ _____ VISA Mastercard

I hereby authorize AAUP to charge my credit card my annual dues in three consecutive monthly payments.

Card No. _____ Exp. Date _____

Signature _____ Date _____

Mail to: AAUP, P.O. Box 96132, Washington, DC 20077-7020