

Michigan Conference

American Association of University Professors



President's Column

by President Tom Dietz

We had an excellent turnout for the April 2 Annual Meeting. Among the issues discussed was the recent opinion of the Michigan Attorney General that the Proposal 2 amendment to the Michigan Constitution prohibits same sex domestic partner benefits. Several AAUP chapters have contracts that provide such chapters and several Michigan universities provide such benefits to employees, including individual AAUP members, in the absence of contractual agreements. Those attending the Annual Meeting directed the Michigan Conference Executive Board to draft a statement indicating the MIAAUP's support for chapters to negotiate such benefits as well as for institutions to offer them. The MIAAUP also agreed to submit an amicus curiae brief on behalf of those AAUP members represented in the recent lawsuit filed by the ACLU challenging the Attorney General's opinion.

The Annual Meeting also heard from Roger Bowen, the new General Secretary of the AAUP. Pro-AAUP

fessor Bowen offered his ideas on the future direction of the Association. His remarks are discussed in a separate article in this newsletter.

Several critical issues face the MIAAUP and higher education. Given the State's budgetary problems, the prospects for improved financial support for higher education look bleak. We are all aware how this has impacted our own institutions and affected faculty salaries and benefits, especially health care. It also makes it difficult to imagine that Michigan will either meet Governor Granholm's goal of doubling college graduation rates within the next decade or implement the recommendations of the Cherry Commission. (If you have not read the entire report, you can find it at <http://www.cherrycommission.org/>.)

Michigan's financial problems are only one that we confront. The AAUP remains vigilant in defending academic freedom in recent years from the threats presented by terrorism, war, and government infringement on civil liberties. These threats are unlikely to diminish and both the state conference and local chapters must be alert to insure that academic freedom is maintained on our campuses. It is heartening to see that the AAUP has invited Tariq Ramadan, Professor of Islamic Studies at the University of Fribourg, to participate via teleconference at the Annual Meeting in June. Professor Ramadan was recently denied a work visa to accept

a position at the Kroc Institute of the University of Notre Dame.

While it appears that the Congress will not act on the reauthorization of the Higher Education Act this year, AAUP members should continue to monitor developments related to the Act. Specifically, some members of Congress may attempt to incorporate a version of the so-called Academic Bill of Rights into this legislation. The issue has provoked controversy in several states and it is not inconceivable it could surface in Michigan. AAUP members should educate themselves about the proposal which would stifle academic freedom by mandating political balance in hiring professors and/or (depending on the version offered in a particular state) require professors to teach both sides of controversial issues, e.g., both intelligent design and evolution in biology.

Finally, I want to encourage attendance at the AAUP's annual Summer Institute to be held at the University of New Hampshire in July. This is an opportunity for excellent training in how to build and maintain active and effective local chapters. The MIAAUP makes it possible through grants from the Assembly of State Conferences as well as stipends from the Professors' Fund for Educational Issues to help defray the costs to attend these workshops. We especially try to direct these funds to smaller chapters with restrictive budgets. If your chapter has not attended recently, I encourage you to consider doing so.

Have a great summer!

MSU REPORT

By President Grover Hudson

MSU AAUP was invigorated by unilateral actions in 2004 of the University administration: a plan to move the College of Human Medicine to Grand Rapids and a proposal to 're-organize' liberal arts instruction. Then, early in the summer, faculty were again riled upon the resignation of President Peter McPherson by the Trustee's appointment without a search of Provost Lou Anna K. Simon. A surge in membership of the MSU AAUP chapter suggests that MSU faculty may be beginning to recognize the necessity of having such a means of expressing and promoting their positions.

The chapter benefited directly, twice this academic year, from visits by staff members of the national office. Patrick Shaw, an AAUP attorney, addressed an open faculty meeting with the message that, among other things, took note that MSU governance was suffering from the practice of Trustees of deciding significant issues in private 'meetings', followed by their public meetings where merely the announcement of decisions were made. Shaw noted that MSU faculty have shown little interest in collective bargaining, and urged faculty nevertheless to overcome their reluctance to express their essential shared interests. In November Julie Schmid and Frederick Gooding of the national office assisted us, for two days, in getting a membership drive underway. Membership is significantly up, and continues to grow.

With local AAUP urging, the MSU Committee on Faculty Affairs rejected the copyright policy which it had approved in 2001, without the faculty noticing, and which made all faculty research products including even artistic works initially the property of the University. By the new policy, MSU follows standard aca-

democratic practice in generally disclaiming ownership of and royalties proceeding from traditional academic works, such as books, works of art, musical compositions and recordings, indeed all faculty work except when produced with significant use of University equipment.

An 'Ad Hoc Committee on Faculty Voice' (three of the five members of which are members of the chapter), the establishment of which the chapter urged last spring, has just presented its report, with significant recommendations to improve faculty influence in MSU governance. Its report unfortunately arrives in the typically untimely last weeks of the semester, during the campus visits of the five candidates for provost. The Committee's Report is the subject of an April 26 Academic Senate meeting. It is hoped that the Senate will (1) achieve a quorum and (2) urge the immediate consideration by MSU academic governance of recommendations of the Committee, among which are establishment of a 6-member 'Faculty Executive Committee', increased powers to the Faculty Council, restructuring of University Standing Committees, and regular faculty review and evaluation of administrators. At this writing, controversy brews over interpretation of University Bylaws concerning the Senate's ability to vote on such issues not referred to it from Academic and Faculty Council.

A third issue now beginning to receive attention is the loss, over at least 20 years, of tenure-system faculty, both in numbers and in percentage relative to fixed-term faculty. MSU tenure-system faculty are 20% fewer now than in 1984. It is hoped that the 2003 AAUP policy on 'Continuing Appointments and the Academic Profession will guide MSU response to this issue:

restoring tenure-system appointments while protecting the rights of fixed-term faculty.

But the main issue here, as just about everywhere else, is money, especially for health costs. The weak economy and the reluctance of the legislature to provide tax revenues sufficient to sustain the University's (as other State) programs is putting severe pressure on faculty to sustain these with diminishing financial resources. MSU's Committee on Faculty Affairs annually recommends the percent of raise to faculty, and this spring has recommended a 4.25% raise, but coupled with acceptance of increased faculty costs for health coverage.

STEWART WANTS MORE FUNDS FOR UNIVERSITIES

State Representative John Stewart (R-Plymouth) wants more money for the 15 state universities. He is a member of the House Appropriations Committee and Chairman of the House Appropriations Higher Education Subcommittee.

He is using his position to push hard for more money for universities so they don't have to increase tuition so much. He worries that high tuition rates keep too many state residents from a college education and universities are having to compromise programs. (Lansing State Journal, April 18, 2005).

EMPLOYEE FREE CHOICE ACT

The "Employee Free Choice Act" was introduced in the U.S. Congress April 20th with bipartisan support.

The EFCA says when a majority of employees in the work place decide to form a union they can do so without the bitter war employers now wage to block them.

Wouldn't it be very nice if this became the "law of the land"?

MICHIGAN STATE CHAPTER WINS NEW COPYRIGHT POLICY

by Sheila Teahan

On May 6 the Michigan State Board of Trustees approved a revision to the MSU copyright policy that had been introduced in 2001. That policy had defined all faculty research as work for hire, and did not recognize the category of “traditional academic works defined by the AAUP 1999 Statement on Copyright. The revised language reads: “MSU follows the standard academic practice in disclaiming ownership of, and royalties proceeding from, traditional academic works (books, essays, works of art, musical compositions and recordings, and the like) unless one or more ‘Special Circumstances’ exist.” This new policy brings Michigan State into line with AAUP guidelines and with its peer institutions. The Chapter is grateful to Mark Smith, AAUP Director of Government Relations, for his advice and assistance.

BUSH TO SPEAK AT CALVIN

President George Bush will be the commencement speaker at Calvin College in Grand Rapids on May 21. His only other commencement address is at the U.S. Naval Academy.

Calvin AAUP Chapter President Daniel Bays said “It is indeed an honor for an incumbent President to visit and speak at a non-elite midwestern liberal arts college such as Calvin. And all of us will give the President a gracious welcome. It was surprising to many of us to learn that apparently the White House had taken the initiative to arrange this, and in effect asked for an invitation. And one reservation that we (i.e. several

faculty, both members and non-members of AAUP) do have about the visit is that it may give the national media and the country at large the impression of a united “evangelical Christian” Calvin community which is solidly a part of the President’s partisan Right-wing political base. Whereas in fact there are a lot of people in the Calvin community who, while just as “Christian” as the Right, disagree profoundly with many of President Bush’s policies, and actively oppose them.”

REPORT ON CALVIN

By Helen Sterk

The Calvin College AAUP chapter is dedicated to the promotion of the traditional tenets of the AAUP, such as academic freedom, tenure rights, due process, and shared faculty governance. The chapter president, Daniel Bays, is running for the vice-president of the Faculty Senate, continuing a practice of the chapter placing its members in leadership positions on campus. Over the past year, the chapter’s executive board advised people on appeals for tenure and reappointment and sponsored a spring membership meeting. Daniel Bays consulted with faculty at Aquinas College who are considering starting a traditional chapter. George Monsma, long-time AAUP member and a stalwart chapter leader, serves on the state AAUP executive committee. George and Helen Sterk represented the Calvin chapter at the annual meeting of the state AAUP.

**AAUP HAS LOTS OF
RESOURCES TO HELP**
www.aaup.org

MEETING SCHEDULE

2005-2006

June 25 - Executive Board Meeting, Eastern Michigan University Chapter House
Ypsilanti, Michigan - 10:00 a.m.

September 10 - Executive Board Meeting, Faith United Methodist Church, 4301 South Waverly Road
Lansing, Michigan - 10:00 a.m.

November 5 - Executive Board Meeting, Western Michigan University Chapter House
Kalamazoo, Michigan - 10:00 a.m.

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 1 - 52nd Annual Meeting, Radisson Hotel, Lansing, Michigan - Registration 8:30 - 9:00 a.m.

AGREEMENT REACHED ON ONE-YEAR CONTRACT EXTENSION AT WAYNE STATE

After prolonged negotiations, the AAUP-AFT and the Administration have reached a tentative agreement on a one-year extension of the 2002-2005 Collective Bargaining Agreement. The members of the Wayne State University AAUP-AFT Chapter ratified a one-year contract extension by mail ballot by 93% - 238 - 23.

Given the uncertain economic and budgetary environment that the university faces, the one-year extension is a positive step. The three-year agreement that expires this summer was "back-loaded" with higher salary increases in the third year, and it is this last-year of the current agreement that will be extended if the membership ratifies the tentative agreement. As in the current year, the total salary would rise by 3.25%, with 2% across-the-board and 1.25% for the selective salary pool (the latter distributed, as always, based on the recommendations of the elected salary committee in each department/school/college, as amended by the higher administration). The promotion component remains at approximately .25%.

While there are advantages to extending the contract's highest salary increases into a fourth year, there are also drawbacks to postponing full negotiations on non-salary issues that are important to both sides. To address the most urgent of these, discussions will continue in three areas:

- 1) If and when the membership ratifies the tentative agreement, the union and the administration will form a joint committee to study healthcare issues and, specifically, options regarding retiree health benefits.
- 2) A second joint committee will work on the anomalies that have been encountered during the life of the present Agreement in Article 24, "Faculty Professional Duties." As with the healthcare committee, the Article 24 committee will examine options that might be considered when the full negotiations for a new Agreement reconvene in 2006.
- 3) As per the Arbitrator's ruling in favor of the union on fractional tenure in the School of Medicine (see the related article in this issue), the two sides will soon begin negotiations for a settlement of the outstanding issues concerning tenure in the School of Medicine. If the two sides cannot reach agreement on how to remedy the Administration's violation of the contract, the Arbitrator has stipu-

lated that she will retain jurisdiction to decide the issue.

Except for the agreed upon salary improvements, the terms of the present Agreement will remain in force for the next year.

CONFERENCE OFFICERS ELECTED AT 51ST ANNUAL MEETING

Sheila Teahan, Michigan State University, was elected to her first two-year term as Secretary.

Sally McCracken, Eastern Michigan University, and Ray Ventre, Northern Michigan University, were elected to their first two year terms on the Executive Board.

Charles Parrish, Wayne State University, was elected to his second two year term on the Executive Board.

At the April 1, 2006 52nd Annual Meeting the President, Vice-President and two Executive Board members will be elected. President Tom Dietz announced the re-appointment of Bruce Barna of Michigan Technological University and Maqsood Choudary of Delta College to the Michigan Conference Executive Board for one year terms expiring April 2, 2006.

SMITH ELECTED TO SACUA

Charles B. "Tad" Smith, Treasurer of the Michigan Conference and Secretary of the University of Michigan - Ann Arbor Chapter, was elected to that university's Senate Advisory Committee on University Affairs.

SEEKS SUPPORT FOR COLLEGES

According to a report in the Daily Chronicle of Higher Education (May 4, 2005) a consortium of higher-education associations, headed by the American Council on Education, will start a national campaign this year that will attempt to focus the public's attention on the nation's 3,500 colleges and universities, with the goal of increasing financial support from state, federal and private sources.

WAYNE STATE CHAPTER PASSES 1,000 MEMBER MARK

The Wayne State University AAUP-AFT Chapter becomes the first chapter in the 51 year history of the Michigan Conference to pass the 1,000 member mark.

They currently have 1,119 members and expect to continue to grow.

K-16 COALITION STATEWIDE RALLY TUESDAY, JUNE 21, 2005

The "K-16 Coalition for Michigan's Future" is a group of 14 statewide education organizations working together to get full funding for public schools, community colleges and universities. The Michigan Conference is one of the 14 members.

The coalition has a web site at: www.michigank16.org. It gives full information about the coalition.

The coalition has scheduled a "K-16" Rally in Lansing on Tuesday, June 21, 2005.

On site registration begins at noon at the Lansing Center, 300 East Michigan Avenue. There will be a brief meeting at 1:00 p.m., followed by a march to the State Capitol (three blocks away) for a 2:00 p.m. rally on the front steps of the Capitol.

This will be followed by members going to the offices of their respective legislators to urge support of Senate Bill 246 and House Bill 4582. These are identical pieces of legislation which can be viewed by going to the K-16 web site and clicking on the links provided to receive a copy.

The web site also contains a link to "Talking Points" which can be used to support the legislation when talking with legislators.

It will be important for AAUP chapters to be well represented at this critical statewide meeting if we want our voices heard about the need for adequate funding for Michigan's colleges and universities.

There is a link on the K-16 web site so you can register online. The Michigan Conference would also appreciate it very much if you would let us know who will be attending from your chapter by sending an e-mail to: miaaup@aol.com.

KALAMAZOO COLLEGE

By Henry Cohen, President
Kalamazoo College AAUP

The Kalamazoo College AAUP has been working on several issues. We asked the Faculty Executive Committee to propose to the administration that the president, provost, and associate provost be periodically evaluated by the faculty; it did so. We got the administration first to create and then to publish a policy regarding how it would deal with requests by government agents to gain access to faculty records such as lists of items taken out of the college library and computer files. We also got the administration to publish its policy about

when law enforcement agencies and the college would have access to professors' computer files. We have asked the Health Insurance Review Group to reconsider the issue of dental coverage. We have prepared and circulated to the faculty three graphs showing how faculty compensation remained flat over the past five years when one factors in increased employee health insurance contributions and the consumer price index and we have asked the Planning and Budget Committee to use these graphs to ask for salary and benefit increases from the Board of Trustees. We have asked for a meeting with the incoming president in order to discuss a number of issues.

The Kalamazoo College AAUP just concluded its election for 2005-2006 executive committee officers. They are:

Henry Cohen, President, hcohen@kzoo.edu
Department: Romance Language & Literature

Karen Berthel, Vice President, kpruis@kzoo.edu
Department: Theatre Arts

Jan Tobochnik, Treasurer, jant@kzoo.edu
Department: Physics

Ed Menta, Secretary, menta@kzoo.edu
Department: Theatre Arts

John Dugas, At-Large Member, jdugas@kzoo.edu
Department: Political Science

Karen Selby, At-Large Member, kselby@kzoo.edu
Department: Education

We have had our first open meeting and received from the members their opinions about the issues that we should address this year.

OAKLAND CHAPTER ELECTS OFFICERS

The Oakland University AAUP Chapter elected the following officers:

President: Jim Cipielewski - Education
Treasurer - Frank Lepkowski - Library
At-Large - Linda Schweitzer - Chemistry
At Large - Tom Giberson - Education

These elected Executive Committee members will join returning members:

Vice-President - Mike Latcha - Engineering
At Large - Frances Jackson - Nursing
At Large - Ron Tracy - Business
Past President - Kevin Grimm - English
Grievance Officer - Joel Russell - Chemistry

The Chapter would also to thank Sandy Pelfrey, Chris Kobus, Elysa Koppleman and Margaret Willard-Traub for offering to be candidates.

AAUP SUMMER INSTITUTE

The 2005 Summer Institute will be held on the campus on the University of New Hampshire, July 21-24 (Thursday through Sunday). The University is located in Durham, NH, just a few miles from the Atlantic Coast.

The Institute is jointly sponsored by the Assembly of State Conferences (ASC) and the Collective Bargaining Congress (CBC).

There will be Workshops on Contract Negotiations, Contract and Grievance Administration, Newsletters and Press Releases, The Making of a Faculty Handbook, How to Build a Better Case for Arbitration and Organizing Your Advocacy Chapter.

Opening Seminars are AAUP 101: Getting to Know US, Labor History: Past as Prologue, Legal Issue Update: Privacy Issues and Sexual Harassment and Rejuvenate Now? How to Rebuild and Reinvigorate our Chapter.

Closing Seminars are: Achieving Diversity: Analysis and Brainstorming, Graduate and Professional Student Organizing, Legal Primer for CB Chapters, Negotiating Health and Welfare Benefits and Public Hearings as a Tool for Community Support.

There is complete information about registration, travel and costs on the national web site: www.aaup.org.

Local chapters are encouraged to register their delegates early. Some scholarships may be available. Contact Director Bob Grosvenor at: miaaup@aol.com.

We will send the following persons to the Summer Institute:

1. Madhu Vable
2. Carl Vilmann

Madhu is serving as our chief negotiator. Both he and Carl are members of our Executive Committee.

CAROL JOHNSON TO RETIRE FROM NORTHERN MICHIGAN JULY 1, 2005

Members of NMU Chapter are adjusting to the news that our esteemed and long-serving AAUP president, Carol Johnson, has announced (with glee) that she plans to retire from the University on July 1. Because a year or more will remain in her term of office, a special election was held in March.

Krista Clumpner will be the new president of NMU Chapter. Krista is very familiar with the history and workings of our chapter. She has served as our secretary for many years, during which time she has also served on the Contract Proposal Development Team and twice was a member of our Negotiating Team. A new Vice-president was also elected: Mohey Mowafy,

known to many, as he frequently represents our chapter at state and national meetings. Ray Ventre, our Grievance Officer, was also elected to serve as our chapter's official representative at national meetings.

The issue of departmental mergers continues to be a knotty problem at NMU. The administration's desire to merge departments for cost saving reasons continues to meet with opposition from faculty. While adopting a department chair model could favorably impact the merged units, the entire issue is far from resolved. Major stumbling blocks are the related shift in secretarial support, current contract language identifying administrative responsibilities, departmental autonomy, and the overall budget. Discussions continue between the faculty and administration in an attempt to ensure that the routine and major operations of all academic disciplines are conducted.

On a happier note, faculty members of the Education Policy Committee have been proactive this year in contributing to decisions about the staffing plan. The Committee is a creature of the Master Agreement, and is made up of seven faculty and seven administrators (primarily deans). The committee members examined data relating to where new faculty positions are needed, including figures on growth in majors, percent increase in SCH per FTETF, use of adjuncts, and a department's role in providing liberal studies courses. Faculty and administrators came up with remarkably similar priorities and rationales for the priorities. The two groups were consistent in their agreement that funding is required for new positions, might be difficult to attain in the current budgetary environment, but must remain a university priority.

Because of the uncertainty of future funding levels for higher education here in Michigan and the significance of other issues facing our campus, the NMU chapter is beginning a year early to prepare for our next round of contract negotiations. To that end, two workshops sponsored by our Committee O will be held to educate the faculty about the bargaining process, and to encourage their participation in it. Pat Shaw, national AAUP organizer, will lead a negotiations workshop on Saturday, April 16, in Marquette.

**AAUP Annual Meeting
June 9 - 12, 2005
Washington Court Hotel
Washington, D.C.
Thursday, June 9
Capitol Hill Day**

STATEMENT OF THE MIAAUP ON PROPOSITION 2 AND SAME SEX BENEFITS ADOPTED BY THE MICHIGAN CONFERENCE EXECUTIVE BOARD

The Michigan Conference of the American Association of University Professors supports those AAUP chapters which have negotiated same sex domestic partner benefits. The MIAAUP supports collective bargaining chapters in their efforts to defend all benefits that derive from such contractual agreements. The MIAAUP further supports those institutions which offer such benefits whether or not they are the result of a collective bargaining agreement.

The MIAAUP does not believe that the 2004 amendment to the Michigan Constitution (Proposition 2) prohibits AAUP collective bargaining chapters from negotiating such benefits in current or future contracts. Nor does the MIAAUP believe that this amendment prohibits employers from offering domestic partner benefits.

The Michigan Conference believes that the provision of domestic partner benefits does not constitute recognition of marriage. Rather, it is because same sex couples can not marry that faculty unions have negotiated domestic partner benefits. This insures equal treatment for all employees regardless of sexual orientation. Providing these benefits enables Michigan's institutions of higher education to attract and retain the most qualified employees.

We believe that an interpretation of Proposition 2 barring employers from providing same sex domestic partner benefits violates the equal protection and contract protections of the Michigan Constitution.

We believe that prohibiting benefits for domestic partners and their families would deny lesbians and gay men the same opportunities and benefits that are afforded to similarly situated heterosexual employees.

In conclusion, the MIAAUP believes same sex domestic partner benefits negotiated by employee bargaining units with universities and colleges promote diversity, equality, and inclusiveness on our campuses. We support those AAUP chapters and their college and university administrators in defending their right to negotiate or offer such benefits.

STATUS OF NEGOTIATIONS AT MTU 29 APRIL 2005

Teams representing the faculty and the administration at MTU met for the first time on 24 March 2005. The administration has hired attorney Tom Hustoles of the law firm of Miller, Canfield, Paddock and Stone of Kalamazoo to serve as their chief negotiator.

The second meeting of the negotiating teams was tentatively scheduled for early April, but the administration's lead negotiator was unable to attend, so the meeting was rescheduled for later in the month. Meetings were held on the 25th and 26th of April at which the ground rules were addressed further and the Chapter presented its proposals for the first twelve articles.

The administration declined to accept the faculty's suggestion that the teams meet weekly throughout the summer and instead proposed that meetings be scheduled on a monthly basis. Meetings are scheduled for May 4th and 5th and May 24th and 25th.

These early interactions are proceeding very slowly and the proposed schedule will certainly hinder progress. The Chapter will be working to address this as negotiations proceed. We have talked to several chapters who have experience negotiating with Mr. Hustoles but would appreciate input from others.

Our sincere thanks go out to everyone for their support during the campaign and continued support during negotiations.

PFEI ELECTS OFFICERS AND DIRECTORS

At its April 2, 2005 Annual Meeting the members of PFEI elected nine members to the Board of Directors.

At the Board of Directors Meeting following the Annual Meeting the Directors elected the following officers: President - Tom Dietz, Vice-President - Joel Russell, Secretary - Sheila Teahan and Treasurer - Charles B. Smith.

Directors are: Joel Boyd, Sally McCracken, George Monsma, Charles Parrish and Ray Ventre.

Members are urged to send their tax deductible contributions in any amounts to: PFEI, 115 West Allegan, Suite 320, Lansing, MI 48933.

MICHIGAN CONFERENCE REPORT

By Executive Director Robert C. Grosvenor

The Michigan Conference celebrated its 51st Annual Meeting April 2, 2005 with the theme “The Values and Value of Higher Education”. There has been much discussion among the legislative leaders, members of the Executive Branch, and the news media in general about the “state of education” in Michigan from kindergarten through college. Of particular interest to university faculty members is the Governor’s announced goal of increasing the number of college and university graduates by 50% in the next 10 years. It is difficult to know how this can be accomplished in an era of reduced state appropriations and higher tuition rates.

51st ANNUAL MEETING

Conference Vice President Joel Russell from Oakland University again served as Program Chair for this year’s important meeting and put together a unique program. The theme was “The Values and Value of Higher Education”. Roger Bowen, the new General Secretary of AAUP spoke on “AAUP and the Future of Higher Education”. His presentation was followed by reports from chapter presidents outlining the situations they face at their respective colleges and universities.

ANNUAL BUSINESS MEETING

The 51st Annual Business Meeting opened at 9:00 a.m. with President Tom Dietz presiding. UM Secretary Charles B. “Tad” Smith was appointed Parliamentarian. Dietz welcomed the delegates and gave a report on conference activities during the past year and noted some of the areas the conference would be working on this year. The delegates elected the following officers: Charles B. “Tad” Smith, University of Michigan – Treasurer; Sheila Teahan, Michigan State University – Secretary; Charles Parrish, Wayne State University, Ray Ventre, Northern Michigan University, and Sally McCracken, Eastern Michigan University – Executive Board Members. All are for two year terms.

The morning session presented three completely different topics:

CAPPS - Barbara Levine, Attorney and Executive Director of the Citizens Alliance on Prisons and Public Spending (CAPPS), presented a report on the tremendous growth in the Department of Corrections to 42 prisons and 10 camps now housing nearly 49,000 prisoners. The Department of Corrections projects the prison population will increase by 5,000 more prisoners by 2007 if steps aren’t taken to contain it. In 1984, Michigan spent less than \$300 million on corrections, five percent of the state’s general fund budget. Today, corrections consumes \$1.8 billion, fully 20 percent of general fund dollars. Prison spending surpassed university spending in 2004. In 2002, we spent \$228 million more general fund dollars on universities than on corrections. In the proposed budget for 2006, we would spend \$313 million less on colleges than corrections.

CAPPS has been working on this problem for about five years and its programs and recommendations are now being given serious consideration by some members of the legislature. CAPPS advocates changes in parole policies so that more prisoners who have served their minimum sentences and pose no risk to the community actually get released.

The Michigan Conference is one of the founding members of CAPPS and has given strong support to the program. It is attempting to get some of those funds re-directed to the educational needs of the State, specifically, higher education. Executive Director Robert Grosvenor has served as president of CAPPS for the past four years. You can get much more information about CAPPS, its research reports and recommendations by visiting its excellent web site at: capps-mi.org. Individual faculty members are invited and encouraged to help in this effort by joining CAPPS. A membership application is on its web site.

MEDIA ETHICS

Dr. Michael Lewis, a faculty member at Oakland University, presented an interesting program on the “Media Ethics of 9/11”. The presentation was based on his recent dissertation. It examined how participating in that event thru the media affected all of us, our nation, and the world we live in. He is teaching a course in “media ethics” at Oakland and noted that it is refreshing to see students starting to “get it” on questions involving ethics and they seem to enjoy the class.

PROFESSORS FUND FOR EDUCATIONAL ISSUES (PFEI) – The Professors Fund for Educational Issues – is the brainchild of our own Wilfred Kaplan. It was established in 1990 as a separate Section 501 (c) (3) non-profit corporation by the Michigan Conference. Its basic objective is to solicit funds which are tax deductible for distribution to individual members seeking relatively small grants for projects in which they are

interested. PFEI also assists in offering financial assistance to members to attend annual meetings, summer institutes and AAUP conferences. Since its founding PFEI has given out 107 grants totaling \$33,651.94. In his presentation about PFEI, Conference President Tom Dietz, who also serves as President of the PFEI Board of Directors, outlined the history and development of PFEI and noted some of the projects it has funded. Individual members are invited to “join” PFEI by contributing \$25, or more. \$25 provides you with membership in PFEI and the right to vote in the annual PFEI business meeting. Officers and executive board members of the Michigan Conference are elected to serve as members of the PFEI Board of Directors. More information about PFEI can be found on the conference web site at: www.miaaup.org.

MICHIGAN TECHNOLOGICAL UNIVERSITY

Michigan “made history” when on September 29-30, 2004, faculty members at Michigan Technological University voted to have AAUP become their collective bargaining representative. This was the first successful representation election at a state university in over 20 years. The Chapter was chartered 10 years ago. Two attempts at a collective bargaining campaign in recent years were not successful in securing the required number of signed cards to call for an election. 2003-2004 presented a different situation. In addition to the difficult financial situation facing the university, faculty members strongly believed that their opinions were given little, if any, consideration, by the administration. They expressed their opinion in the vote in which a substantial majority selected AAUP to represent them. In addition to representatives from National AAUP who worked with the chapter, AAUP members from Oakland University and Western Michigan University also visited the MTU Campus to report on how effective AAUP is in representing faculty interests in collective bargaining. The Chapter has gone through a revision of its Constitution and By-Laws, elected new officers, and is currently preparing its list of bargaining demands. The chapter also established a policy to have AAUP members attend every meeting of the MTU governing board.

AAUP ANNUAL MEETING

National AAUP will hold its 91st Annual Meeting June 9-12, 2005, at the Washington Court Hotel, Washington, D.C. Its theme is “Academic Freedom and National Security”. The Michigan Caucus is scheduled to meet with Senators Debbie Stabenow and Carl Levin Thursday afternoon, June 9, 2005. The Michigan Caucus will hold a special meeting late Thursday afternoon at the hotel to work out its position on issues coming before the annual meeting. Each chapter is encouraged to send the largest possible delegation to this very important meeting.

UNIVERSITY GOVERNING BOARDS

Governor Granholm has the opportunity to make two appointments each year to the governing boards of the state universities other than UM, Wayne and MSU. She is making many new appointments. The Conference forwarded the names of this year’s new appointees and their hearing dates before the Senate Committees to the several chapters for their information. It is hoped that these new members will be more interested in hearing what faculty members have to say than previous members have been.

APPROPRIATIONS

The Senate Subcommittee on Higher Education Appropriations has announced its schedule of hearings. President Tom Dietz presented AAUP’s position on the need for adequate appropriations to meet the challenges of the 21st century at 11:30 a.m., Friday, May 6, when the Subcommittee held one of its four hearings at Grand Valley State University. It should be noted that in recent years the Michigan Conference – AAUP, has been the only organization representing the interests of higher education faculty to appear before the subcommittee.

THE FUTURE

The Officers and Executive Board Members of the Michigan Conference look forward to the coming year with continuing interest and enthusiasm, but with apprehension and skepticism about what the future holds for higher education. They note it is one thing to talk about increasing the number of college and university graduates, increasing the number of faculty members needed to meet the challenge, provide the funds for building construction and maintenance to meet the needs, and still keep tuition affordable for the majority of college students. It promises to be an interesting year. It might be the year in which the faculty at the University of Michigan makes the decision to seek collective bargaining as the way to have an equal voice with management in the determination of salaries and all conditions of employment. It could happen. Will it?

FACULTY SALARIES RISE SLIGHTLY

The 2005 report of the American Association of University Professors shows that faculty salaries lagged behind inflation this year for the first time in eight years.

Average faculty salaries are 2.8% higher this academic year - a slight increase from the 2.1% increase a year ago. But given the 3.5 percent inflation rate for 2004, real salary levels actually fell by a few tenths of a percent.

(From a report by the Daily Chronicle of Higher Education (April 22, 2005)

WAYNE STATE ELECTS OFFICERS

The Wayne State AAUP-AFT Chapter elected the following officers:

President - Charles Parrish; Secretary - Sue LaLiberte; and Member-at-Large - M. L. Liebler.

ANNUAL MEETING DELEGATES ELECTED

Maqsood Choudary and Robert Grosvenor have been elected to be the two delegates from the Michigan Conference to the AAUP Annual Meeting in Washington, D.C. June 9-12, 2005.

ASC DELEGATES ELECTED

Tom Dietz, Sally McCracken, Charles B. Smith and Robert Grosvenor were elected delegates from the Michigan Conference to the Annual Meeting of the ASC (Assembly of State Conferences) in Washington, D.C. June 9-12, 2005.

BOWEN OUTLINES AAUP AGENDA

In his presentation on the future of AAUP at the 51st Annual Meeting of the Michigan Conference on April 2nd, General Secretary Roger Bowen outlined six agenda items for AAUP:

1. A national survey on self-censorship in the academy.
2. An "AAUP" ranking of colleges and universities that reflects the values of the academy and the actual academic experience for faculty and students, e.g., measure the state of academic freedom on campus, use of part-time FT compensation, faculty governance, faculty resources, teaching load, faculty diversity, etc.

3. Professors at the Polls: A national AAUP-led civic engagement project that has faculty volunteering as poll workers (not watchers) to help make democracy work and remind the public that faculty work for the common good.

4. Work with accrediting agencies to insure any college or university on the list of censured institutions is not accredited.

5. A new survey showing rising presidential compensation as a ration to faculty compensation, to expose the "ceo-ization" of the academy and halt the corporatization of the academy and restore collegiality and community.

6. A capital campaign to provide sufficient funds for the Common Good to ensure AAUP can continue to fight on behalf of faculty rights and keep the academy free from external interferences.

OAKLAND UNIVERSITY

The Executive Committee for the Oakland University AAUP Chapter has authorized a \$12,000 donation to the National AAUP Endowment Fund in support of the Campaign for the Common Good. Due to our history of sound fiscal management we have been able to waive dues for three months during each of the past two academic years. While as a collective bargaining chapter we enjoy membership in excess of 90 % of our full-time faculty and agency fee support from all but a handful of "non-unionists," we support General Secretary Bowen's proposal of developing an endowment fund that would allow a lower national dues rate and thus encourage more faculty in non-CB institutions to join and support the AAUP. With adequate financial reserves the chapter decided to make this donation early in Campaign for the Common Good hoping it would encourage other chapters to make donations consistent with their resources.

The current collective bargaining agreement contains a provision that would increase the funds allocated to the University Research Committee for awards to support faculty research from the \$200,000 specified in the agreement for 2004-2005 if indirect cost recovery from faculty grants exceeded \$1.2 million for 2003-2004. This provision has resulted in an increase in research funds of \$137,000.

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

EVENTS AT THE EMU-AAUP

From Crisis to Financial Strength, Successful Negotiations, and Faculty Representation

By President Howard Bunsis

The story of the EMU-AAUP's recent history begins in the spring of 2003. Suddenly, five members of the Executive Committee resigned. There were claims of financial impropriety, and word had spread through the faculty that the chapter had not paid dues to the National AAUP.

As the summer of 2003 beckoned, the rumors were proven to be true, as the resigning members made a full report to the faculty about the horrific condition of the chapter. An audit report from an outside accounting firm was released, and the audit discovered:

- The chapter owed over \$140,000 in dues to the National AAUP.
- Checks were signed in blank. The Executive Director would then fill out the checks.
- That there was a co-mingling of personal and AAUP financial obligations by the Executive Director

So what did the faculty do? We elected a slate of reform-minded faculty, who were determined to take back our union. There was a bitter election battle during the fall of 2003, with the old guard making noises about leaving the AAUP umbrella. However, the new team was elected in December of 2003, and proceeded to:

- Have the faculty take responsibility for the chapter. We went away from the Executive Director model, to a faculty run model
- Compensation costs were significantly reduced, from about 60% of revenues to 30% of revenues
- We discovered that there was over \$15,000 in IRS penalties for unpaid and late payroll taxes. The new team paid what were due, and instituted strict procedures to ensure that all tax liabilities be paid on time.
- Strict guidelines were put on expenditures, with two officer signatures required for each check, no matter how large.
- Renew the commitment to the National AAUP, with a repayment plan
- Only elected faculty members could vote on Executive Committee matters

As we move to 2005, the chapter is on solid financial ground. We have over \$200,000 of cash on hand, which is close to 50% of annual revenues. When we started in December of 2003, there was slightly more than \$20,000. Almost ½ of the AAUP liability has been repaid. We are now even considering purchasing a facil-

ity for our operations.

As the internal ship was being corrected, the chapter concluded successful negotiations in the summer of 2004. We secured a 2-year contract, with:

- 3.25% salary increases each year.
- Totally free health care for faculty members and their families/significant others
- Domestic partner benefits
- Improved FMLA benefits
- A firm commitment on the hiring of 72 new faculty members

These gains were accomplished after a short 7-hour strike. Though the strike was short, during that midnight to 7 AM period, our faculty picketers witnessed several deliveries that fellow union workers would not make on campus. We know that these pickets were instrumental in the Administration agreeing to the final proposal.

As we moved from negotiations, our priorities in the 2004-05 academic year have been to represent the faculty in grievance and other contractual matters, ensure that new faculty get hired, and pressure the Administration to fix the deplorable conditions of our classrooms. The EMU Administration has put money into two new buildings recently; a \$6.1 million, 10,000 square foot house for the President (the Administration falsely claimed cost \$3.5M), and a \$45 million student union. Neither of these items was necessary. New classroom buildings are desperately needed.

As we move forward, we will continue to address the issue that matters most; delivering a quality education to our students. We will do this with full time faculty in the classroom, in classrooms buildings that are not 85 or 55 degrees, and do this on our Ypsilanti campus, not dominated with online or off campus offerings.

Lastly, we will prepare for negotiations in 2006, facing a Board of Regents that seems determined to break our spirit, if not our union. By demonstrating the determination we did in taking back our union, we are committed to making Eastern Michigan University the best University that it can be.

MTU TO SEND DELEGATES TO SUMMER INSTITUTE

The Michigan Technological Institute Chapter will be sending two delegates to the Summer Institute at the University of New Hampshire July 21-24.

They are Madhu Vable and Carol Villmann. Madhu is the Chief Negotiator of the current contract bargaining. Both are members of the MTU Executive Committee.

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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

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

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