

Michigan Conference

American Association of University Professors



President's Column by President Tom Dietz

As the Michigan Conference AAUP begins its second half-century of service to the professoriate, we face a time of challenge and opportunity. The challenges, at least for public institutions, arise first from the continuing budgetary problems facing Governor Jennifer Granholm and the Michigan Legislature. Both public and private colleges and universities face the problems of rising tuition and costs that make higher education less affordable for more and more students and their families. Whether a consequence of reduced public funding or of decreased tuition income from declining enrollment, higher education finds itself in a classic "scissors" crisis of less revenue and increasing costs. The challenge for the AAUP is to maintain the principles of shared academic governance and academic freedom at a time when administrators may be tempted to attack tenure, yield to public misperceptions of faculty workload, impose top-down restructuring of academic programs, and

hold salaries steady while shifting the costs of health care – all in the name of financial necessity.

The response of administration to the financial difficulties provides the opportunity – the opportunity to promote AAUP principles and develop and/or expand AAUP chapters across Michigan. The Michigan Conference Executive Board has chosen to exploit that opportunity in several ways.

Last winter, the MIAAUP and the national AAUP launched a pilot project, hiring a part-time organizer to work with several chapters across Michigan to stimulate membership growth. We hired Eastern Michigan University professor emeritus, Frank Case, who worked at Grand Valley State University, the University of Michigan, and Delta Community College. After six months, the National AAUP withdrew from the project to concentrate on other initiatives but the Michigan Conference decided to pursue the effort through the fall semester. With support from the University of Michigan AAUP Chapter, the Professors Fund for Educational Issues, and the Michigan Conference AAUP, Professor Case will focus his efforts at the University of Michigan. The effort has already netted an increase in membership for that chapter. Professor Case will also be available to meet with the GVSU and Delta chapters.

The MIAAUP has continued to assist Michigan Technological University where a MERC representation election is scheduled for the

end of this month. We have also assisted the local AAUP leadership at Michigan State University in their efforts to strengthen their chapter. Former MIAAUP Board Member, Grover Hudson, is now president of the MSU Chapter. The conference channeled an ASC grant to MSU's Sheila Teahan and MTU's Daniel Chesney to attend the Summer Institute at the University of Scranton. In addition, Executive Director Bob Grosvenor, Frank Case, and Daniel Bay, President of the Calvin College AAUP, will meet in October with the Aquinas College chapter to help it grow to meet their challenges.

In short, across Michigan, the Conference continues to actively promote the development of AAUP chapters. By doing so, we hope to exploit the opportunities that the challenges presented by Michigan's economic problems. The example set by Eastern Michigan University's AAUP chapter in reaching their new contract, which is described more completely elsewhere in this newsletter, demonstrates what faculty can do when working together to advance their own interests and defend AAUP principles.

Finally, it is hardly necessary, but a reminder that your vote in the general elections this November will certainly have an impact on higher education for years to come. Make sure you exercise your right to vote and vote for those candidates at all levels who will be strong supporters both of higher education and the principles of the AAUP.

MSU REPORT

By President Grover Hudson

Michigan State University faculty await the fall semester with three important issues undecided from the spring, plus a fourth which arose in the summer. After President Peter McPherson abruptly announced his resignation in May, Trustees appointed Provost Lou Anna Simon President-Designate, to take over on McPherson's departure in 2005. Simon pledged to have broad searches for both an interim and permanent provost to replace her, the latter a national search. Both searches should get underway this September, directed by committees with largely faculty membership. From last spring are three issues concerning which faculty overwhelmingly approved resolutions at an Academic Senate meeting in April. One is McPherson's proposal to move most of the College of Human Medicine to Grand Rapids, a proposal which was well into the planning stage last March when faculty learned of it in newspaper articles. The Senate's resolution set up faculty committees to approve and oversee any such move. A second issue concerns reorganization of liberal arts colleges, proposed by Provost Simon last September and debated throughout last year. The Senate's resolution requires Faculty Council to assure an adequate faculty role in such reorganization. The third issue concerns whether, generally, MSU bylaws and procedures sufficiently require and respect faculty voice in such matters, and concerning which the Senate's third resolution called for a 'Faculty Voice' committee to be appointed by the Faculty Council early this fall. MSU AAUP, which doubled its membership last spring, continues to provide a voice and a forum through which

MSU faculty can express their views. At the invitation of MSU-AAUP, Patrick Shaw of AAUP-National will address an open meeting of MSU faculty on Sept. 8, focusing on AAUP's idea of the appropriate role of faculty in academic governance.

NORTHERN MICHIGAN CHAPTER VERY ACTIVE

AAUP elections were held last spring at Northern Michigan University. Retaining their offices are President Carol Johnson, Secretary Krista Clumpner and Treasurer Sam Graci.

On July 1, NMU welcomed its new president, Dr. Les Wong, most recently vice president for academic affairs at Valley City State University in North Dakota. VCSU is the state system's "model" campus for curriculum innovation emphasizing technology.

Ray Ventre is the Chapter's new grievance officer, taking over from Jim Greene, who is now on a reduced appointment. Jim was a founder of this chapter, and has been an active and contributing part of it for thirty five years. On May 4, NMU Chapter hosted a university-wide party to celebrate his career and contributions.

The new Master Agreement (2003-2006) included provisions for a committee to study salary compression at NMU, and another to study the electronic submission of annual evaluations and applications for promotion and tenure. The School of Education has been doing a pilot study of the latter. Regular evaluation of department heads (actually a provision of the

previous Agreement) is off to a slow start.

The administration's attempt to merge a number of departments, e.g., Biology with Chemistry, Nursing with Practical Nursing, History with Economics and Political Science, Math with Physics, is meeting with a good deal of faculty resistance. AAUP President Carol Johnson and Grievance Officer Ray Ventre have met with the VPAA to discuss commonly identified problems, and to begin work toward solutions.

Increasing enrollment will bring ten new faculty positions, plus the filling of vacated positions, for a total of twenty eight new faculty members for this new academic year. A stronger faculty voice on the Educational Policy Committee is helping to determine and prioritize faculty staffing decisions.

OAKLAND CHAPTER HAS NEW MEMBERS AND OFFICERS

by Mike Latcha

The Oakland University Chapter is very pleased to welcome 25 new faculty members this academic year. We also welcome a new chapter Vice-President, Michael Latcha, and a new Grievance Officer, Joel Russell.

Joel is also the Vice-President of the Michigan Conference and brings a wealth of experience and knowledge to the position.

The chapter has a new website: www.oaklandaaup.org. Features include news and events, frequently asked questions links to other chapters and online resources and a faculty forum/message board.

Feel free to drop by and look it over at any time.

EASTERN MICHIGAN UNIVERSITY AAUP CHAPTER RATIFIES NEW CONTRACT

by the Negotiating Team

Bulletin - The faculty at EMU voted September 13th by an overwhelming margin - 245 to 21 to ratify their new contract.

EMU-AAUP negotiators reached tentative agreement on a two-year contract, starting September 1, 2004, early Wednesday morning. The next stage in the process is the ratification of the agreement. Thursday evening, the Executive Committee of the AAUP unanimously voted to recommend ratification. Friday morning, the AAUP Bargaining Council also voted unanimously to recommend ratification. Friday afternoon at 3 p.m., key features of the agreement will be presented by the Negotiating Team at a full faculty meeting. The actual ratification vote will take place, by secret ballot, throughout the day and into the evening on Monday, September 13.

The new contract achieves a number of high priority goals: a letter of agreement from President Willis assuring intent to fill 72 authorized faculty positions by the Fall of 2005; maintaining choice of Health Care Plans; paid Family Medical Leave Act (FMLA) guidelines; a guarantee that faculty have the right to teach Spring/Summer courses; and an across-the-board pay increase of 3.25 percent. They successfully brought to the EMU administration's attention difficulties with the operations of EMU's Continuing Education program. During negotiations President Willis set up a commission to study continuing education, and the new Contract will award two seats on the commission to the AAUP.

Other important matters included: an increase in the salary awards for promotion; a small increase in compensation for teaching continuing education courses and; for evaluating portfolios; a protection for probationary faculty from arbitrary firing; a right to "stop the clock" for up to one year in the countdown to the tenure decision for untenured faculty who take FMLA leave; an inclusion of domestic partners in tuition reimbursement; improved reporting in a number of areas from EMU to AAUP; and Task Forces in several areas of mutual interest.

The EMU administration tried and failed to force all faculty into the same Health Care Plan. The administration tried and failed to re-define faculty workload in a manner that would permit them to assign more non-AAUP lecturers to regular faculty classes.

The EMU-AAUP Negotiating Team is battered, but buoyant. The Team spent many weeks uncovering and analyzing the costs of their proposals on erosion of the bargaining unit, on health care, on compensation, and on continuing education, among others. They made formal presentations to the administration of these costs. For example, they presented five sets of data analysis in power point slides to the administration's Negotiating Team. Unable to counter these numbers, the administration violated the mutually agreed upon ground rules to bring in, in the last two weeks of negotiation an outsider to be their Chief Negotiator. James Greene, a Detroit lawyer who specializes in breaking the will of union negotiators, was hired to, in his words: "bring in the contract." From that point on, the administration was concerned only with money, and forced all other issues off the Table. The EMU-AAUP team was particularly frustrated, during the final hours of bargaining, that EMU continued to post numbers they knew to be erroneous on the University's web site. Greene also has a reputation for forcing all-night negotiations in hopes that the union side will become exhausted and lose their focus. The AAUP Team was ready for this tactic and stayed the course, signing the final tentative agreement at 7:29 a.m. the first day of classes.

CONFERENCE SCHEDULE 2004-2005

**Saturday, November 13 - Executive Board Meeting - WMU
Tuesday, February 15 - Legislative Reception & Board Meeting - Lansing
Saturday, April 2 - 51st Annual Meeting - Lansing**

ASC/CBC LEADERSHIP TRAINING SEMINAR

The Fall ASC/CBC Leadership Seminar will be held Saturday, October 23, 2004, at the Holiday Inn Columbus East, 4560 Hilton Corporate Drive, Columbus, Ohio 43232.

Make reservations by October 8 by calling 614-863-1380. Tell them you are with the AAUP group to secure the special rate of \$79.00.

Program

- 8:30 - 8:50 a.m. - Welcome and Introductions by Jane Buck, AAUP President, Ariel Anderson, Chair of the Collective Bargaining Congress, Thomas Guild, Chair of the Assembly of State Conferences
- 8:50 - 9:50 a.m. - Membership Recruitment and Development, Tom Guild, ASC Chair
- 9:50 - 10:50 a.m. - Strategic Communications: Building Your Chapters Power Base, Ariel Anderson, CBC Chair
- 10:50 - 11:00 a.m. - Break
- 11:00 - 12:00 Noon - Changing the Culture at Your Institution: Leadership and Chapter Development, Tom Guild
- 12:00 - 12:50 p.m. - Lunch (included in the registration fee)
- 12:50 - 1:50 p.m. - Lobbying at the State Capitol: Protecting Your Vital Interests in the Political Process, Joe Losco, Member, AAUP National Council and Dave Patton, former member of the AAUP National Council
- 1:50 - 2:00 p.m. - Break
- 2:00 - 3:00 p.m. - Understanding the University Budget, Rudy Fichtenbaum, Member, AAUP National Council
- 3:00 - 4:00 p.m. - Contract Negotiations: A story of Survival from the University of Akron Chapter, John Hebert, President of the University of Akron Chapter and Steve Aby, the immediate past president of the University of Akron Chapter
- 4:00 - 4:15 p.m. - Wrap up and adjournment

Registration

The Registration Fee is \$25.00. To register, go to: www.aaup.org. Click on "Events," Click on Training Institute. This is an extremely valuable educational opportunity. Every chapter should send at least one representative to it. For further information contact Bob Grosvenor at: miaaup@aol.com.

EASTERN MICHIGAN UNIVERSITY AAUP GOES FROM DIVISION TO ACHIEVEMENTS

By Mike Homel

EMU-AAUP began 2003-2004 divided, but drew together and made big gains by summer. The non-payment of dues to the national organization, excessive spending, and a large budget deficit caused most of the elected Executive Committee members to resign. A reform caucus, Professors for a Democratic Union, arose. Special elections in November (aided by Michigan Conference Director Bob Grosvenor) and February installed new leadership. Sally McCracken was elected president, Jim VandenBosch vice-president, Howard Bunsis treasurer, and Mike Homel secretary. At-Large EC members are Mark Higbee, Paul Majeske, Kate Mehuron, and Marty Shichtman. Susan Moeller is past president. The new Executive Committee replaced its office staff, slashed personnel and operations spending, and rebuilt the Chapter's financial health. New grievance officers Higbee and Moeller have handled many grievances without a defeat thus far. EMU-AAUP has protected faculty's freedom to criticize management without retaliation, overturned a denial of promotion and tenure, and won the right of faculty input on lecturer hiring. Meanwhile, McCracken, Mehuron, and Margaret Crouch persuaded administration and regents to approve a model sexual harassment policy that clearly defines sexual harassment, encodes progressive discipline, protects free speech and departs from national policy trends banning consensual romantic relationships. In addition, the Chapter improved communication with its members. During the summer, a talented negotiating team, led by Chief Negotiator Elaine Martin, bargained with administration officials, aiming for a new contract prior to the August 31 expiration date of the existing one. Top faculty goals included undoing the damage of the past four years during which management cut tenure-track faculty and replaced them with lecturers. Second, EMU-AAUP is determined to keep choice of health care plans so management will not cut coverage in the future. Third, the Chapter seeks more faculty and departmental control over Continuing Education, which offers more and more on-campus and on-line courses. EMU-AAUP hopes to have a good contract by the time this newsletter reaches its readers.

DATA WORKSHOP A BIG SUCCESS

"Instructor" Marc Cogan explains some of the mysteries of databases to Ray Ventre, newly-elected Grievance Officer at Northern Michigan University.

The Data Workshop was a resounding success with 18 members from colleges and universities around the state participating.

The Workshop was held June 25 in the Computer Laboratory of the Main Library at Eastern Michigan University.



REVIEW AND RENEW AT WMU

By Joel Boyd

The summer of 2004 had all the history necessary to generate the energy that could bring about changes in the local AAUP chapter at Western Michigan University. Although much of the situation at WMU is not unlike that of other state universities, the recent history made things quite unique. The three-year agreement that was reached in 2002 left salary for the last two years unresolved and health care unchanged for a year while the matter was studied. In 2003, the remaining two years of salary and health care were dealt with. Both agreements were ratified. In both cases, however, vocal minorities expressed concerns. The events of the 2003-2004 school year only added to the mix.

The school year began with the selection of a new university president. Members of the local chapter are still trying to decide the wisdom of the choice of the former president of Northern Michigan University. Like other locals, WMU-AAUP suffered through the effects of the cuts in state appropriations. In April, the last chapter meeting of the year seemed to bring everything to a head. The Association council had established a mobilization committee to get more members involved. That committee had worked to make this last chapter meeting an exciting one. Former officers of the chapter, now retired, were invited to speak and help ignite some of the old spark for which the chapter was known. Although the meeting was invigorating, some members left unsatisfied. The chapter Executive Committee began the summer feeling the heat and dedicated to resolving the issues. The changes followed.

Responding to the concerns and input from members from all around the campus, the Executive Committee established a Task Force on Chapter Concerns. Not even the unexpected resignations of two members of the leadership were able to stop the momentum that had begun. The Task Force, which some call the Review and Renew Committee, set up four subcommittees to deal with particular concerns.

1. The Vision and Mission Subcommittee — The primary purpose of the Mission and Vision subcommittee is to develop a local AAUP mission statement. To achieve this purpose, the subcommittee will review the national AAUP Mission Statement and the stated WMU-AAUP chapter purposes and recommend changes, if any, in the local statement. The subcommittee will also create a vision statement, describing what WMU would look like if the mission of the WMU AAUP chapter were completely implemented. Finally, it will recommend to the Executive Committee a process for consideration of both statements by the membership and the eventual adoption of each.
2. The Chapter Operations Subcommittee — The Chapter Operations Subcommittee will review the Chapter Constitution and Bylaws and current Policies and Procedures to determine mechanisms now in place, which govern administration and oversight of all Chapter business. The aim is to provide recommendations, when necessary, to ensure effective and open management and operation of the Chapter, as well as appropriate stewardship and fiscal responsibility.
3. The Member Services Subcommittee — The mission of the Services subcommittee of the Task Force on Chapter Concerns is to research, explore, and examine the services the WMU Chapter of the AAUP currently provides its membership and develop strategies to better serve its membership. The goal is to identify, for immediate recommendation to the task force, activities that can be quickly and readily put into practice without the significant expenditure of financial and personnel resources while also formulating an extended and ongoing service agenda and implementation recommendations.
4. The Contract Concerns Subcommittee — The Contract Subcommittee is charged to review and make recommendations on all procedures, practices, and principles relating to the negotiation of the WMU-AAUP Contract. It will not be developing specific proposals to be taken to the bargaining table in 2005.

The Task Force and the subcommittees served the dual roles of focusing the work of the chapter and getting more members involved. Input from faculty is welcomed and encouraged. It also brought back some of the past presidents who seemed to be chomping at the bit, eager to help. Two events held at the beginning of the fall semester have made it possible for the activities of the subcommittees to be successful. Members of the mobilization committee planned a pulled off a reception for new members. Those who attended reported that the reception was both helpful and pleasant. The chapter's annual barbeque picnic excellently capped off the efforts planned to begin the year. This is a year that is intended to position the chapter unit as an advocate and protector of the local membership.

WESTERN MICHIGAN UNIVERSITY CHAPTER'S ANNUAL BARBEQUE DRAWS HUNDREDS

Hundreds of WMU faculty members and their families came to the Montague House, the Chapters headquarters on campus, to enjoy the wide variety of delicious foods and beverages at the August 31 barbeque. This is a traditional social occasion to herald the beginning of the Fall term.

President C. Dennis Simpson said it was one of the biggest crowds they have ever had.

Guests included Michigan Conference President Tom Dietz and his wife, Sharon Carlson and Executive Director Robert Grosvenor.



AAUP SUMMER INSTITUTE

By Sheila Teahan

With the generous assistance of the Michigan Conference and the Professors' Fund for Educational Issues (for which I thank Tom Guild, Bob Grosvenor and Tom Dietz, respectively), I was able to attend the AAUP Summer Institute at the University of Scranton, July 29-August 1. The Institute is an invaluable experience that I recommend to all AAUP members. It packs into a single weekend an entire education about issues facing the professoriate today, and provides unique opportunities to interact both with national AAUP officers and staff and with colleagues from universities across the U.S. The Institute's modular organization enables participants to choose from an array of workshops and seminars on such topics as collective bargaining, contingent faculty, faculty handbooks as indicators of the health of governance, and the like.

The workshops I attended—on intellectual property, shared governance, and strategic communications—were germane to our current situation at MSU. Last March, Mark Smith (AAUP director of government relations) found MSU's intellectual property policy to be in violation of AAUP guidelines. That policy claims University ownership of all faculty research and creative activity as "work for hire," even to the extreme of requiring faculty who have held an intramural grant to negotiate with the administration for the right to publish their own work. I am hopeful that the recent appointment of a new vice president for research may provide an opportunity for the revision of this policy. We are also faced with a proposed conflict of interest policy that would require every faculty member across the university to sign an annual statement of compliance and would threaten those who fail to comply with unspecified disciplinary action. Jonathan Knight of the national A Committee judges the policy to be "draconian." We plan to press the appropriate committees to address the questions Knight raises. So too, workshops on strategic communication and on shared governance spoke directly to our situation at MSU, where we have recently begun what is bound to be a long-term campaign to revive a near-moribund governance system and to create channels for communication with the administration and Board of Trustees. Last April, with the key participation of our chapter, we called the first meeting in fifteen years of Academic Senate. Well over seven hundred faculty attended, and unanimously passed several resolutions, including one establishing an Ad Hoc

Committee on Faculty Voice charged with the task of improving shared governance.

Perhaps the most fruitful outcome of my participation in the Institute was my contact with associate secretary Patrick Shaw, who has generously offered to visit campus September 7-9 to study our situation, speak at an open faculty meeting, and advise our chapter (which, under the leadership of Grover Hudson, has doubled its membership since April). While on campus, Shaw will also meet with members of the College of Human Medicine, whose proposed move and/or expansion to Grand Rapids remains a source of significant uncertainty to CHM faculty, who learned about this top-down administrative initiative by reading about it in the papers. We eagerly await Shaw's visit (less than a week away as I write), which has already generated considerable interest in the student and local press (see, for example, the September 1 story in City Pulse, at www.lansingcitypulse.com). And we are grateful for the extraordinary level of interest and support we have seen from the national AAUP. Our sincere thanks to Roger Bowen, Mark Smith, Jonathan Knight, Patrick Shaw, and our other friends in Washington who continue to play a decisive role in what promises to be another momentous year at Michigan State.

CAROL TAVRIS TO SPEAK AT UM CHAPTER'S ANNUAL MEETING

Dr. Carol Tavis, a social psychologist, will speak at the University of Michigan Chapter's Annual Meeting Monday, December 6 at 4:00 p.m.

Her topic: "Pills, Profits, Sex and Science: the Politics of Research in the Biomedical Age."

The chapter is seeking the largest possible meeting place for the expected crowd. The place will be announced later.

She is a fellow of the American Psychological Association (APA), an author of several books, and a columnist for the *Los Angeles Times* and the *New York Times*.

The meeting will be open to all AAUP members.

**CBC Semi-Annual Meeting
Friday and Saturday
December 3-4, 2004
Western Embassy Hotel
Washington, D.C.**

PATRICK SHAW ADDRESSES MICHIGAN STATE CHAPTER MEETING

by President Grover Hudson

Patrick Shaw, Associate Secretary, American Association of University Professors (AAUP) spoke to a packed meeting of the Michigan State University AAUP Chapter September 8.

He reviewed the background on MSU issues left from last spring, plus those which arose in the summer: the searchless Presidential appointment and the provost search.

It was noted that the Sept. 5 Lansing State Journal had seemed to suggest that the meeting would concern unionizing at MSU - not at all the case!

Perspective

Shaw provided his perspective on the MSU situation based on his reading of various sources including the MSU web site, e.g. Simon's original "Realizing the Vision" proposal, the Bowersox Report (re: CHM/Grand Rapids), newspaper articles, a major article in a recent issue of the City Pulse, and his personal conversations with many MSU faculty members on September 7-8.

He was not able to provide a positive perspective, noting the unhelpful prose of the two documents mentioned above. He noted, however, that fragmentation characterizes the professoriate, and the odd belief by professors in 'truth', which they believe will, magically, win out in higher education issues.

He noted (1) the MSU Trustee ByLaws which make clear the Trustee's need to consult with faculty on virtually everything; (1) the surprising practice of MSU Trustees to hold public meetings typically only 15-30 minutes long, (3) peculiar MSU administration practice in taking up initiatives without prior faculty consultation, (4) the quite unique MSU policy of treating faculty work as 'Work for Hire', belonging to the employer, (5) news he had of the MSU practice of placing moratoria on programs, and (6) the proposed Faculty Conflict of Interest Policy, which would require annual faculty assertion of absence of conflict.

Shaw argued the usefulness of faculty activism. For example he noted that if only 200 faculty would give just one hour a week toward pushing a unified faculty viewpoint it would be successful. He encouraged all faculty members to join AAUP now.

He also noted the necessity of choosing issues and goals wisely and, particularly, realistically, so that success can lead to success building participation and energy.

Issues Raised

In the discussion which followed several issues were raised: (1) the problems with the Trustees and their apparent practice of deciding things in private meetings, (2) the possibility that Trustees might be moved by political action to support or oppose trustee candidates, (3) the difficulty of getting up-to-date information, since minutes of meetings at every level on Academic Governance are no longer circulated it paper and don't get posted on websites for weeks and months, (4) For example, the minutes of the Academic Senate meeting of April 2004 are not posted - but you can read the minutes of its last meeting - 15 years ago - on the website, (5) the importance of faculty being in touch with their Faculty Council representatives who will soon have imprint issues of the Provost search, reports on college reorganization, and the Faculty Voice Committee, (6) the need to nominate good persons for the Provost Selection Committee, (7) the need to nominate good persons for the Faculty Voice Committee, and (8) the need for the chapter to identify useful structures of work for its members and make its website more useful as an information sources on these issues.

AQUINAS COLLEGE TO HOLD AN IMPORTANT MEETING WEDNESDAY, OCT. 13

Faculty members at Aquinas College will have an opportunity to hear about the benefits and services of AAUP at their monthly Faculty Assembly meeting at 3:00 p.m., October 13.

Daniel Bays, President of the Calvin College AAUP Chapter, and Frank Case, Michigan Conference Organizer, will be speakers at this meeting.

The goal is to activate the AAUP Chapter at Aquinas and take an active part in protecting the academic profession.

Think AAUP!!

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

WHITE SPEAKS TO EXECUTIVE BOARD

Tom White, Executive Director of the K-16 Coalition, attended the September 13 meeting of the Michigan Conference Executive Board. He explained the background the K-16 Coalition and outlined some of its goals.

He reviewed Michigan's financial picture over the last 25 years and noted how the tax structure and income streams had been drastically changed, creating major problems for education at all levels.

The Michigan Conference is a member of the K-16 Coalition.



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

AAUP SUMMER INSTITUTE REPORT

by Vice-President Dave Chesney
Michigan Tech Chapter of the AAUP

As a member of an AAUP chapter on the brink of a unionization vote, I attended the AAUP Summer Institute in Scranton, PA, this past July. I was there to represent my chapter and to bring back any information that could be useful to us in the campaign. Meeting new acquaintances and discussing issues with them informally provided much enlightenment and encouragement. I was surprised to find out how many more universities are fighting the same issues as we are (out of touch leadership, declining state support, etc.).

The two-day "Negotiations Workshop" provided us with a wealth of information to process. It was made clear that negotiating a contract is a very serious undertaking with long-term consequences. Issues which I would not have considered, such as the characteristics of a successful bargaining team (personalities, specialties, etc.), were discussed at length. It became clear that no rookie chapter like ours should enter into this process without calling on other, more experienced chapters for advice. For example, a survey from the Kent State chapter was distributed and discussed. This survey was intended to provide Kent State's negotiating team with a sense of the faculty on various issues which could be incorporated into the next round of contract negotiations. Used in a campaign, however, such a survey explicitly demonstrates to the faculty their part in determining the direction of contract negotiations - No longer is "A seat at the table" an abstract idea. This has been one of the hardest concepts to get across to our faculty. I fully intend to have a survey like this ready for our final campaign push when the Fall semester starts.

There were some disconcerting aspects to the summer institute. One of the reasons I joined AAUP was because I thought it was largely apolitical. Roger Bowen, the new General Secretary for the AAUP, spoke at dinner the first night. His comments were, to my mind, unduly partisan, painting Republicans as responsible for pretty much all that is wrong with the world today. Bowen even announced that the Kerry/Edwards campaign was due in town the next day and that the entire summer institute would take a break so participants could take in the speeches. One has to question if the same courtesy would have been afforded to the attendees had it been a Bush/Cheney campaign stop instead.

However, this cannot diminish what I consider to be a retreat well worth my time. The contacts I made will be invaluable in this last stage of our collective bargaining campaign. The University of Akron chapter is particularly worthy of note, not only distributing CD copies of their web page detailing their recent election campaign and initial contract negotiations, but offering to serve as advisors for our campaign. There were a host of workshops on such topics as "Understanding Health Benefits", "Intellectual Property", "Shared Governance" and Lobbying, among others which, according to individuals who attended them, were very useful. I will be volunteering to attend future Summer Institutes and I would encourage you to do the same. You (and your Chapter) will not regret it.

MICHIGAN TECHNOLOGICAL UNIVERSITY AAUP CHAPTER TO HOLD CB VOTE

The Michigan Employment Relations Commission (MERC) will hold a collective bargaining representation election at Michigan Technological University September 28-29 to give the faculty an opportunity to choose AAUP as their exclusive collective bargaining representative.

The AAUP chapter has been active on campus for the past several years and has grown to the point where it seeks bargaining rights. This is the first time in history that the faculty will have the opportunity for such an election.

Chapter President Bruce Barna expressed optimism that faculty members will vote in the AAUP chapter and join the other state universities where the faculty have an equal voice in the determination of their wages, hours and all other conditions of employment.

DO YOU KNOW WHERE YOUR TAX DOLLARS ARE GOING?

Almost \$1.8 billion dollars every year is going to the Department of Corrections to support the nearly 50,000 prisoners in 44 prisons and 10 camps. The prison population has more than tripled in the last 20 years - and in a period when crime rates are declining. This number is projected to increase to more than 55,000 in the next few years if current parole policies are continued.

Over 11,000 prisoners have passed their earliest release date (ERD) and been denied parole. Nearly 4,000 are more than three years past their ERD.

Parole-eligible Lifers

There are 834 parole-eligible lifers whose median age is 47. They have served an average of 22 years in prison. Many were sentenced before sentencing guidelines took effect and would not receive life terms today.

Although the judges who imposed these sentences assumed meaningful parole review would occur after 10 years, these lifers are being denied released because they are lifers not because they continue to be a risk to public safety. The parole board does not even calculate parole guideline scores for lifers to assess their risk.

Based on revised procedures adopted in 1999, the board reviews a lifer's file once every five years and decides whether it wants to even interview the person. If the board decides it has no interest in proceeding toward release, it is not required to give any reason for that decision. The prisoner has no right to appeal. And each time a lifer is "flopped" for another five years that means \$112,500 of your tax dollars going right down the drain.

No Way Out

CAPPS - The Citizens Alliance on Prisons and Public Spending - is a non-profit public policy organization which is concerned about the social and economic costs of prison expansion.

Because parole board policy choices, not crime rates, have caused our prison population to explode, CAPPS advocates re-examining those policies and shifting our resources to other public services including education, especially higher education, and other services that prevent crime, rehabilitate offenders and address the needs of all our citizens in a cost-effective manner.

CAPPS has just published a 72 page report titled "NO WAY OUT" - Michigan's parole board redefines the meaning of "life". It can be found on the CAPPS web site at: www.capps.mi.org. We encourage you to review it. It contains profiles of 20 of these "lifers". We think you will find it very interesting.

The Michigan Conference - AAUP is one of the founding members of CAPPS. Our Executive Director, Bob Grosvenor, is serving as CAPPS President.

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

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

Officers & Executive Board

President

Tom Dietz, KVCC

Vice-President

Joel Russell, OU

Secretary

Carol Johnson, NMU

Treasurer

Charles B. Smith, UM-Ann Arbor

Executive Board

Maqsood Choudary, Delta

Sally McCracken, EMU

Tony Travis, GVSU

Carol Johnson, NMU

George Monsma, Calvin

Bruce Barna, MTU

Joel Boyd, WMU

Past President

Don Pearson, EMU

National Council

Gary Mathews, WMU

Debra Nails, MSU

Executive Director

Robert C. Grosvenor

Administrative Assistant

LeAnn Voigtritter

Lobbyist

Dennis Cawthorne

Phone: 517-482-2775

FAX : 517-482-6115

E-Mail: miaaup@aol.com

Web site: www.miaaup.org

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