

Michigan Conference

American Association of University Professors



President's Column

by President Tom Dietz

As this newsletter goes out, we find ourselves well advanced into the 2005-2006 academic year. This year starts with welcome news from the state courts. At the MIAAUP Annual Meeting last April, we decided to file an amicus curiae brief in support of a lawsuit challenging the Michigan Attorney General's ruling that Proposition 2, banning same sex marriage in Michigan, also forbids employers offering benefits to same sex couples.

The MIAAUP took this position for several reasons. First, it was a matter of equity. Second, AAUP collective bargaining chapters at several universities in Michigan have secured those benefits in their contracts. Third, other universities have extended those benefits to all employees without collectively bargained agreements and current or potential AAUP members at those institutions may have lost such benefits if the Attorney General's position had been upheld.

The MIAAUP was one of a number of amicus parties to the litigation

including Governor Jennifer Granholm. We were pleased, therefore, when Ingham County Circuit Court Judge Joyce Dragonchuk ruled on September 27, 2005 that same sex benefits are a benefit of employment and not of marriage, thereby reversing the Attorney General. It is possible, perhaps probable, that this ruling will be appealed. However, we believe Judge Dragonchuk's ruling is fair and reflects the intent of Michigan voters who were assured throughout the 2004 campaign by supporters of Proposition 2 that it was narrowly confined to a definition of marriage and would not affect employment benefits.

Michigan AAUP chapters also need to be aware of stricter enforcement of national by-laws regarding elections beginning in 2006. Chapter delegates to the Annual Meeting as well as delegates to Semi-Annual Meetings of the Collective Bargaining Congress must either be elected by secret ballot by their chapter membership or they must be appointed by the officers of their chapter, who themselves are elected by secret ballot of the membership, and who are empowered by their chapter by-laws to make such appointments. Chapter delegates to the Michigan Conference Annual Meeting must also be similarly elected or appointed in order that they can elect the Conference's delegates to the Assembly of State Conferences Annual Meeting. The simplest way to

accomplish this would be, if necessary, to amend your chapter by-laws to empower your officers, assuming they are elected by secret ballot, to make appointments of delegates to these meetings. Otherwise your chapter can elect these delegates as part of your annual election of officers. For further questions, contact either Bob Grosvenor or me at the MIAAUP or Mark Smith at the National AAUP.

The national AAUP will hold elections in 2006 to select a new president to replace President Jane Buck who is term limited after serving three years. This is a crucial time in the history of the organization and members should acquaint themselves with the issues and the candidates. A timely reminder, however, is that no chapter or conference funds may be used to support any of the candidates, including unpaid advertising in your chapter or conference newsletter or web page. Nor may chapters or the conference endorse a candidate. A chapter member or officer who does endorse a candidate does so as an individual and may use their affiliation or office for identification purposes only.

Finally, congratulations to Western Michigan University's AAUP chapter for successfully achieving a new three-year contract with the University. If you have an opportunity, express your support for the new AAUP collective bargaining chapter at Michigan Tech which is, unfortunately, still struggling to reach an agreement with that University.

**COMINGS AND GOINGS
AT THE EASTERN
MICHIGAN UNIVERSITY CHAPTER OF
THE AAUP**

By Howard Bunsis
President, EMU-AAUP

- Our university has a new President, John Fallon, who comes to us from SUNY Postdam. President Fallon began in July, and the AAUP hosted a welcome reception for him and his wife Sydney. He has said all the right things in his first few months, talking about respect of faculty and shared governance. We look forward to working with him.
- This summer, Governor Granholm appointed Floyd Clack to our Board of Regents. Regent Clack is a former State Legislator from Flint (his wife is currently a state legislator), and he has a background as a member of several teachers' unions. Our board now consists of 5 Republican and 3 Democratic appointees. Just one year ago, there were 8 Republicans and 0 Democratic appointees. We have found that the new Board has been much more responsive to the concerns of the AAUP, and we hope this bodes well for the future.
- Speaking of the future, our 2-year contract expires on August 31, 2006. In our last contract, we kept free healthcare, and earned annual raises of 3.25%. Our full-time lecturers, who are represented by the MFT, agreed last week to a contract where they pay a significant cost for their healthcare. The EMU-AAUP is committed to giving faculty members a choice of health care plans (we currently have 3 options), and is firmly committed to the University contributing 100% of the cost of that care.
- We recently moved our office to Depot Town in downtown Ypsilanti (about ¾ of a mile from main campus). We are thrilled with the move, as we are now right in the heart of a bustling and energetic part of our community. The local businesses have been very receptive and supportive of our presence, and we believe we can serve our faculty more effectively in this location, which also is a much larger space.
- We recently welcomed 60 new faculty members to our university, all of whom joined the EMU-AAUP. In our last negotiations, hiring new faculty was a top priority of ours. This was the largest hiring class in

years, and we now have 670 faculty (down from over 700 a few years ago). We still believe there should be more faculty, as small classes and student-faculty interaction is what makes Eastern Michigan University such a special place.

- Lastly, we are thrilled with the recent court decision regarding domestic partner benefits. The leadership of the Michigan Conference has been outstanding on this issue. Many of our members are very pleased, as they are dependent on these benefits. Just as importantly, it demonstrates support in our society concerning the reality of various family compositions.

GVSU ARTICLE

The GVSU Chapter has elected the following officers for the 2005-06 School Year:

President/ Co-Treasurer: Robert J. Cross, Professor of Education

Vice President/ Co-Treasurer: Karen Libman, Associate Professor of Communications Department

Vice President/ Communications: Anthony Travis, Professor of History

The Chapter has agreed to remain a non-bargaining group and will focus on supporting the Administration in its attempt to seek more equitable funding from the State. As in the past, we will continue to provide the University community with information regarding governance and academic freedom.

**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.

**KELLEY CAWTHORNE
CAPITOL REPORT**

Kelley Cawthorne latest legislative reports can be found on the conference website: miaaup@aol.com. Click on "CAPITOL Report".

UM ESTABLISHES VISITING PROFESSORSHIP

By Peggie J. Hollingsworth

The University of Michigan Board of Regents this past May established the Davis, Markert, Nickerson Visiting Professorship. In 1990 the University's Senate Assembly adopted a resolution, which stated that "the protection of academic and intellectual freedoms requires a constant reminder of their value and vulnerability." It initiated an annual lecture series entitled the University of Michigan Senate's Davis, Markert, Nickerson Lecture on Academic and Intellectual Freedom. This series, which has run continuously for fifteen years and was initially funded by a matching grant from the AAUP, was an act of reconciliation by faculty for three faculty members who were treated badly by the University during the McCarthy Era. One purpose of the endowed professorship is to give greater permanence to the lecture series. During the late 1990's, three AAUP members, Biology Professor Thomas E. Moore, Law Professor and former Law School Dean Theodore J. St. Antoine and Academic Freedom Lecture Fund President Peggie J. Hollingsworth crafted the proposal for the creation of the visiting professorship. In 2000, the Senate Advisory Committee on University Affairs, SACUA, unanimously endorsed a motion that called for its establishment. University President Mary Sue Coleman has given her strong support and has agreed to provide the funding for the first few years of the visiting professorship. It is anticipated that the first visiting professor will be appointed during 2006.

A HARD YEAR AHEAD

Charles Parrish, President

Like the larger community to which we belong, faculty and academic staff at Wayne State face difficult times in the months ahead. The natural and human disasters that beset the nation (Katrina, Rita, earthquakes and the Iraq War) are compounded by the continuing economic crisis that plagues Michigan and shadows the future of Detroit and its leading university. It promises to be a busy year for us.

PREPARING FOR BARGAINING

We must prepare for bargaining a new collective bargaining agreement in the spring of next year as our one-year extension of the contract approaches expiration.

These will be difficult negotiations, conducted in a context defined by the grim news of bankruptcy, school closings and stagnating auto sales. Tax revenues are faltering at the very moment that demand for social services is rising, driven by an unemployment rate that, setting aside the devastated Gulf coast regions, is now the highest in the nation.

Our chief negotiator for this next round is Professor Amos Vlasopolos, whose email address is: a.vlasopolos@wayne.edu. He would be happy to hear from you.

PARTIAL TENURE

Certainly one issue of concern will be partial tenure in the School of Medicine. We took the case to arbitration before a mutually acceptable arbitrator and we won the case, hands down. The administration refuses to implement the decision. We are initiating court proceeding against this blatant disregard for due process, and we expect the issue to come up in bargaining as well.

HEALTH CARE AND WORKLOAD

We also have two joint committees with equal representation from the Administration and the Union that are examining these two areas of health concern.

NEW RETIREE HEALTH BENEFITS

Faculty and academic staff who are currently employed and are full dues-paying member of the AAUP-AFT as of January 30, 2006 are eligible to enroll in one of the three new retiree health benefit plans at age 65 or older.

After January 30 of next year, employed faculty and academic staff must be full members for at least two years before they retire to qualify for these benefits.

These are only a few of the many issues we will address in bargaining. Send us your thoughts on particular ways in which you think that the agreement can be improved. My email is" c.j.parrish@wayne.edu

NMU CHAPTER UPDATE

Members of the NMU Chapter are preparing for upcoming negotiations in Spring 2006.

NMU's Executive Committee has chosen Ray Ventre (Grievance Officer/English) as Chief Negotiator. NMU's Contract Proposal Development Team (CPDT), chaired by Eileen Smit (Nursing), has been meeting biweekly since July. Other members of the CPDT include Robbie Goodrich (History), Lesley Putman (Chemistry), Mike Strahan (Academic Information Systems), and Ray Ventre (Chief Negotiator). The CPDT has been reviewing each article of the con-

tract as well as past grievances and is gathering issues identified by faculty such as benefits (tuition, health, and domestic partner), sabbatical leave support, and workload (class size, thesis supervision credit, WEB courses). The CPDT plans to compile and review all this information within the next few months in order to present proposed changes in contract language to the Bargaining Council (also meeting weekly) by the end of the semester.

Committee O (a subcommittee of the AAUP formed for the purposes of Organizing and Outreach) has arranged to bring Pat Shaw, negotiation representative and expert from AAUP National office, to NMU on October 6 to work with members of the Bargaining Council, Negotiating Team, and Executive Committee to discuss upcoming negotiations.

In other news, discussion between the faculty and administration continues on the issue of departmental mergers. The chapter also hosted a promotion and tenure workshop and a luncheon for new faculty in September, and it plans to sponsor a workshop on retirement benefits and insurance options in the upcoming months. Finally, NMU's chapter of AAUP participated in the annual Labor Day parade in Ishpeming, and members were interviewed by the media. Check out the accompanying photo of your NMU colleagues!



NORTHERN MICHIGAN CHAPTER HAS NEW OFFICE LOCATION

The Northern Michigan AAUP Chapter has a new location 409 Cohodas Administrative Center, Northern Michigan University, Marquette, MI 49855.

EASTERN MICHIGAN AAUP CHAPTER MOVES TO NEW LOCATION

Howard Bunsis, President of the EMU Chapter, reports the chapter has moved to a new, downtown location. Effective immediately they will be located at 33-B Cross Street, Ypsilanti, MI 48197.

CITIZENS RESEARCH COUNCIL RELEASE NEW CATALOG OF LOCAL GOVERNMENTAL SERVICES

The Citizens Research Council announces the release of the Catalog of Local Government Services. The Catalog is the result of a survey sent to the governments of 870 counties, cities, villages, and counties in 24 Michigan counties. The survey asked which services are provided to residents of each community, and if the services are provided, whether they are provided by the units themselves, through cooperative arrangements, by another unit, or by contract.

Responses were received from about 70 percent of the units contacted. The data show that Michigan cities, villages and townships cannot be characterized in simple terms. The menu of services provided by different units is broad and the methods used to provide those services equally diverse. The Citizens Research Council plans to use the Catalog of Local Government Services for future studies to expand on opportunities for efficiencies. The information is made available at this time to others to use the data for their own needs.

To download the summary paper go to: <http://www.crcmich.org/PUBLICAT/2000s/2005/memo1079.pdf>.

To access the database of survey responses go to: <http://www.crcmich.org/PUBLICAT/2000s/2005/catalog.html>.

The home page for all CRC publications is: www.crcmich.org.

PRESIDENT DIETZ CONGRATULATES EMU CHAPTER ON MEMBERSHIP

President Tom Dietz sends congratulations to the Eastern Michigan University AAUP Chapter on its membership achievement this Fall. EMU hired 60 new faculty members and all of them joined the AAUP Chapter.

President Dietz would welcome information from other chapters on their membership successes with new faculty this Fall.

DOMESTIC PARTNER BENEFITS APPROVED

Colleges and universities may continue to provide domestic partners with fringe benefits according to a ruling by Ingham County Circuit Judge Joyce Dragenchuck.

To read the 18-page decision go to the conference web site: miaaup.org.

The Michigan Conference filed an *amicus brief* in the case. The complete brief can also be read by going to the conference web site: miaaup.org.

As noted in his front-page column President Tom Dietz expressed complete satisfaction with the Judge's ruling and said the Michigan Conference was happy to be a part of the coalition of organizations which carried this suit forward.

Although the decision could be appealed by the Attorney General, as of press time no such action has been taken.

MSU CHAPTER REPORTS

By Sheila Teahan

Michigan State is in a period of transition in several respects. First, we have a new provost, Professor Kim Wilcox, who comes to us from the University of Kansas and who has already shown strong interest in improving relations between faculty and administration. Second, as a result of the final report of the Ad Hoc Committee on Faculty Voice that met in 2004-5, the Faculty Council has chosen to establish five task force groups to study means of improving the currently unusually weak input of faculty in governance. Those tasks forces will address the structure of academic governance, a proposed regular faculty review of administrators, regular program review by faculty, issues of communications and transparency in governance, and the status of fixed term faculty. (The charges to the task force groups may be viewed at <http://www.msu.edu/unit/acadgov/>). The composition of the task forces will be determined by vote.

This summer, the MSU Board of Trustees at long last broke with the so-called "Tuition Guarantee" that had held tuition increases to the rate of inflation from 1994-95 through 2004-5. The Board approved a 13.5% tuition increase for new students, and an increase of more than 9% for returning students. The consequences of the Tuition Guarantee under former President Peter McPherson have now become clear. According to figures recently presented to the University Committees on Faculty Tenure and Faculty Affairs, MSU's tuition guarantee policy cost the University an average of \$34 million per year in revenues relative to Michigan's other four-year public universities. The cost over the eleven-year period during which the policy was in place amounts to \$374 million. (Note: the proportion of MSU's General Fund budget state appropriation has decreased from 80% in 1959-60 to 44% in 2004-2005.)

STATUS OF NEGOTIATIONS AT MTU

By Bruce Barna

President, MTU-AAUP

Negotiations are proceeding but at a slow pace. The Administration has hired attorney, Tom Hustoles, of Kalamazoo to serve as lead negotiator. His travel schedule appears to be dictating the meeting schedule. For example we have only two meetings scheduled in October.

We have tentative agreement on six of 27 articles at this time but remain very far apart on significant issues such as promotion and tenure and governance. In many cases the Administration is refusing to accept policies and procedures that were approved by the President or Board of Control in the past.

The Chapter has filed an Unfair Labor Practice with MERC regarding the Administration's unilateral imposition of merit (3%) and market/equity (0.7%) raises at the start of the fall semester. The raises were distributed without any discussion, negotiation or input from us. This was done at the same time that the Administration was refusing to discuss or even receive our proposals on salary and other economic issues at the negotiating table.

MEETING SCHEDULE

2005-2006

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.

A decertification petition is also being circulated on campus at this time. The Chapter is conducting an information campaign to try to counter the effort. Unfortunately the Administration's unilateral imposition of raises is likely to be adversely affecting us both in the decertification campaign and at the negotiating table. We will be raising this issue with MERC.

The good news is that we are firmly committed to the cause and have a group of dedicated individuals who are working hard to make it a success.

52ND ANNUAL MEETING SCHEDULED FOR LANSING APRIL 1

President Tom Dietz announced that the 52nd Annual Meeting of the Michigan Conference will be held on Saturday, April 1, 2006, at the Radisson Hotel, 122 North Grand Avenue, Lansing, Michigan. The program will open with registration from 8:30 a.m. to 9:00 a.m.

The day-long meeting will present information on health insurance programs and tenure.

Chapters are reminded that their delegates to the Annual Meeting must follow the requirements spelled out in the constitution.

Further details will be sent after the first of the year.

UNIVERSITY OF MICHIGAN-ANN ARBOR

By Charles B. Smith, M.D., Ph.D.

AAUP members continue to participate in faculty governance on the Ann Arbor campus of the University of Michigan. Four of the nine members of the Faculty Senate's Executive Committee, the Senate Advisory Committee on University Affairs (SACUA), are active Chapter members and two serve on the Chapter's Executive Committee. Executive Committee member John T. Lehman is a member of SACUA, Secretary of the Faculty Senate, and chair of the Senate's Administrator Evaluation Committee (AEC).

The Michigan Conference and the Chapter have provided financial support for the purchase of a server to be used by the AEC, which will conduct its second web-based evaluation of University administrators by faculty during the month of October, 2005. The first evaluation, which was carried out in December 2004, was very successful, and SACUA and the AEC have agreed to provide advice and the software developed by the AEC for the web-based evaluation of administrators to any college or university which requests assistance in conducting such evaluations. A number of AAUP chapters both within Michigan and elsewhere have already made such requests for assistance in conducting the

evaluation of their own institution's administrators.

This past summer the Provost's Committee to Consider a More Flexible Tenure Probationary Period published a report with recommendations. Three recommendations are that: a) each school and college develop its own "presumptive time of tenure review" and its own "policies that may accelerate or postpone the tenure review," b) Regents' Bylaw 5.09 be modified to "extend the maximum probationary period from the current eight years to ten years," and c) a new policy be established "to make it possible for faculty members to work part time and remain on the tenure track, accruing years of service on a prorated basis." Sensing that these recommendations violate principles and practices set forth by the AAUP, both the Chapter and SACUA have asked the national AAUP to evaluate the Provost's flexible tenure report and recommendations. A preliminary critique was recently provided by Associate General Secretary Jordan E. Kurland, and the report and recommendations will be considered further by national Committee A (Academic Freedom and Tenure) when it meets in early November. These tenure issues will also be the topic of the Chapter's fall meeting on Monday, December 12, 2005, at 3 p.m. in the Rackham Amphitheater. Robert M. O'Neil will address the proposed extension of the tenure-probationary at that meeting. Professor O'Neil is a past-president of the statewide University of Wisconsin system and of the University of Virginia, Founding Director of Thomas Jefferson Center for the Protection of Free Expression, and past chair and current advisor to the national AAUP Committee on Academic Freedom and Tenure. This meeting, co-sponsored by the University of Michigan Senate Assembly, is free and open to the public.

Finally, the Ann Arbor Chapter was a co-sponsor of the University Senate's 15th Annual Davis, Markert, Nickerson Lecture on Academic and Intellectual Freedom, entitled "Whose Academic Freedom?", which was delivered by distinguished First Amendment lawyer Floyd Abrams on October 6, 2005, in the Rackham Auditorium. For further information and a discussion of the issues contained in this article, readers are referred to the Chapter's web page at <http://www.umich.edu/~aaupum>.

SPECIAL BULLETIN

The Michigan Court of Appeals Oct. 31 granted an appeal in the domestic partner issue case. Appellant has 21 days to file his brief. Appellees then have 14 days to file their briefs. The Clerk of the Court is directed to accord this case expedited treatment.

PHOTOS FROM AAUP ANNUAL MEETING



From left to right: Patricia B. Reading, Legislative Assistant in Senator Stabenow's office, Mary Sengstock of Wayne State University, Ray Ventre of Northern Michigan University, Tom Dietz of Kalamazoo Valley Community College.



From left to right: Staff Member in Carl Levin's office, Ray Ventre of Northern Michigan University, Tom Dietz of Kalamazoo Valley Community College, Mary Sengstock of Wayne State University and an AAUP intern.

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

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

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