



# American Association of University Professors Michigan Conference

## Across the State

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### Summer Institute Scholarships Available

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Spring 2007

## Finally, A Contract at EMU

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## The Fiscal Crisis in Lansing

By Jeffrey Lee, Executive Director, MIAAUP

As of the middle of May, the budget situation in Lansing still has not been resolved. The state is facing a budget shortfall for the 2007 fiscal year, which ends September 30, of about \$800 million. The deficit for 2008 is much worse. Excluding the nearly \$2 billion in revenue lost by the end of the Single Business Tax (SBT), the state is still facing a hole of around \$1.5 billion.

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## Annual Meeting Focuses on Governance

By Sally McCracken, Vice President, MIAAUP

The Michigan Conference held its 53<sup>rd</sup> Annual Meeting on April 14, 2007 in Lansing. The theme for the Annual Meeting was the "Balance of Power—Building and Strengthening Faculty Governance." Following the Annual Business Meeting presided over by Conference President Joel Russell and the annual election of executive board members, our keynote speaker Dr. Teresa Sullivan, University of Michigan Provost, addressed the conference representatives. Provost Sullivan addressed a range of issues of concern to faculty and administration such as where responsibility actually lies since nearly all concerned groups profess not to have any power. She raised the issues of great concern to universities in terms of scholarly globalization...

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# A Contract at EMU

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## Fact-Finding Leads to Agreement

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By Howard Bunsis, EMU-AAUP President

After a 12-day strike, and after working 223 days under the terms of an expired contract, a tentative agreement was reached on April 10, 2007. The faculty overwhelmingly approved the contract by a vote of 326-11 on April 20. The Board of Regents unanimously approved the agreement the following day.

### Key Provisions:

- Four Year Contract that ends on August 31, 2010
- Main Compensation Issues
  - Average annual across the board increase of 3.80%
  - Increase in TIAA-CREF contribution to 11%
  - Total average annual increases (including increase in TIAA-CREF) of 4.05%
  - Faculty will pay for health care, approximately \$1,000 per year in premiums and/or co-insurance
- Domestic Partner Benefits
  - All references to “domestic partner” have been removed from the contract, in light of Proposition 2 and the recent Court of Appeals ruling.
  - The EMU-AAUP suggested language that would have replaced “domestic partner” with “designated beneficiary.” This was not agreed to.
  - A committee was formed to examine the issue. The EMU-AAUP is totally committed to preserving these benefits.
- Governance Issues
  - We were not able to strengthen the input provisions of the contract. There is an open arbitration to be heard in June, 2007 concerning the appointment of the Provost without faculty input.
  - We were not able to get specific language or additional faculty input into having definitive benchmarks concerning the number of faculty.

### Other Issues on Campus:

- The U.S. Department of Education is investigating how the administration complied with the federal Clery Act, which requires crimes to be reported to the campus community, in the wake of the murder of a student in the dorms. At first, the administration stated that no foul play was involved. Later evidence indicates that it was obvious from the start that a homicide had taken place. The “no foul play” line was the only administration pronouncement for over two months.
- The Faculty Council is considering several courses of action in regards to the results of negotiations and the outcome of the above investigation.
- In December of 2006, three members of the Board of Regents resigned before their terms were up. In their resignation letter, the first reason cited was that “EMU has not been able to recruit leaders who have the ability to develop and implement effectively a clear path for moving the University forward; establish constructive working relationships with the community, faculty, staff and students; or earn the trust and confidence of the Board of Regents.” The letter also cited “distrust and animosity” on campus.

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## Scholarships Available for AAUP Summer Institute

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The Michigan Conference in conjunction with the Professors' Fund for Educational Issues has made five (5) scholarships available to attend the 2007 AAUP Summer Institute. This is a great opportunity for anyone interested in taking a more active role in one's chapter or the conference. For more information, visit the national AAUP site [here](http://www.miaaup.org). If you are interested in one of the scholarships, contact the conference office at (517) 482-2775 or [office@miaaup.org](mailto:office@miaaup.org).

# Faculty Participation is a Must

## A Recap of the 53<sup>rd</sup> Annual Meeting of the Michigan Conference

By Sally McCracken, MIAAUP Vice President

The Michigan Conference held its 53<sup>rd</sup> Annual Meeting on April 14, 2007 in Lansing. The theme for the Annual Meeting was the “Balance of Power—Building and Strengthening Faculty Governance.” Following the Annual Business Meeting presided over by Conference President Joel Russell and the annual election of executive board members, our keynote speaker Dr. Teresa Sullivan, University of Michigan Provost, addressed the conference representatives. Provost Sullivan addressed a range of issues of concern to faculty and administration such as where responsibility actually lies since nearly all concerned groups profess not to have any power. She raised the issues of great concern to universities in terms of scholarly globalization where faculty now have research colleagues half way around the world, the competition throughout higher education, having a faculty and student body which represents diversity in every sense including cultural, financial and budget challenges and publication and technology. Her central message was that administrations must engage with faculty governance to address these challenges.

Following her address, Provost Sullivan joined Sandra Packard, former President of Oakland University and Gary Hawks, Regent at Eastern Michigan University in a panel discussion entitled “Where’s the Power? Governance Issues for Our Profession.” Dr. Packard stated that shared governance is essential to address contemporary issues for faculty and students. She encouraged the representatives to speak to their administrative leader on campus and make contact with the members of the Board. Gary Hawks agreed that shared governance was necessary and that more contact with faculty and other campus groups could be accomplished by scheduling meetings outside of formal Board meetings.

AAUP President Cary Nelson presented the luncheon address and strongly encouraged the representatives to take up the cause of defending faculty rights. Dr. Nelson has been a long-term supporter of contingent workers rights and believes that organizing these academic part and full time workers must be more successful in the future. He described the changing nature of the AAUP national organization and encouraged the representatives to attend the National Annual Meeting in June when these changes are proposed and discussed.

During the afternoon, Fred Joyal, Outgoing Provost and Vice President of Academic Affairs at Northern Michigan and Ray Ventre, Chief Negotiator Northern Michigan University concluded the day with a workshop geared towards increasing faculty/administration cooperation. During their presentation, they described how the administration and the faculty worked together to negotiate a complex market/salary compression analysis plan. Both parties collaborated to identify and illustrate the salary compression created by many years of percentage increases. They continued to problem solve and identify salary applications to address the compression problem and generated “four long term strategies for rank, and two more for guaranteed minimum increases for promotion.” Dr. Joyal and Dr. Ventre both indicated that there were challenges along the way but they remained committed to a positive outcome.

Each of the speakers at the 2007 Annual Meeting encouraged faculty members to become more active in the governance of their institutions and the advancement of their interests. Given the positive feedback of the attendees, their comments were definitely informative, thought-provoking and welcome.

# Budget Woes Plague State Government

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## Higher Education Funding Suffers as Governor, Legislature Struggles to Balance Budget

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By Jeffrey Lee, Executive Director, Michigan Conference

As of the middle of May, the budget situation in Lansing still has not been resolved. The state is facing a budget shortfall for the 2007 fiscal year, which ends September 30, of about \$800 million. The deficit for 2008 is much worse. Excluding the nearly \$2 billion in revenue lost by the end of the Single Business Tax (SBT), the state is still facing a hole of around \$1.5 billion.

In her State of the State, Governor Granholm proposed a two percent tax on services. While her plan died with little legislative support, no other plan has emerged to solve our ever-escalating financial crisis. Other short-term plans have recently been discussed. To combat the 2007 shortfall, Senate Republicans have suggested cuts and accounting modifications that would eliminate the need for new taxes during this fiscal year. Unfortunately, those cuts will hugely impact K-12 schools in addition to nearly every other group dependent upon state appropriations, including hospitals and providers that treat Medicaid patients. The final 2007 payments to Michigan's public universities would be delayed until FY2008. As bad as that would be for universities (imagine going without several paychecks!), this strategy makes the problems for 2008 worse since the 2007 appropriations will be paid out of the shrinking 2008 revenue.

The situation leaves anyone reliant on state dollars without any concrete idea of their financial future. Many businesses have been unwilling to invest in Michigan due to this uncertainty. Moody's and Standard & Poor's have downgraded Michigan's investment rating for the same reason.

Michigan faces a structural deficit. The tax base is not increasing at the same rate as expenditures. Every year we fail to address this situation, the deficit grows and the state becomes

less able to serve the needs of its residents. Every year funding shortfalls are pushed off to the next year, the deficit grows and we suffer. Budgetary problems and appropriations concerns will continue until the state replaces its current tax structure. The sales tax base is decreasing as a percentage of the Michigan economy. While the state is tied to that base, higher education cannot hope to maintain its current funding levels, much less return to the level of the late 1990's.

Though the Governor's proposal of a two percent tax on services failed, this should not end the discussion on the future of revenues. A change need not be a tax increase; a new tax structure can be revenue neutral. However, every year we wait, revenues diminish. And barring the elimination of Medicaid or the prison system, higher education appropriations will diminish.

As a private citizen and a person working to improve the common good of the state, you can make a difference in this debate. Change of this nature is always painful, especially when those voting for the change must face the voters in the near future. Regardless of your view on tax levels, state appropriations are vital to keep a college education affordable to your students and to maintain the quality of Michigan's public universities. For a financially stable future, Michigan must establish a system where revenues and expenditures grow at a similar rate. Otherwise, this problem will continue year after year; and the uncertainties that keep new businesses from moving to Michigan and incites graduates to move away remain. I urge you to contact your representative and senator and demand that they address this structural deficit and secure the fiscal future of Michigan. For the contact information of your legislators, please go to our website at [www.miaaup.org](http://www.miaaup.org) or click here.

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## Cornerstone University Eliminating Tenure

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New faculty at Cornerstone University need not worry about attaining tenure. They can no longer receive it. In February, Cornerstone President Rex Rogers announced that new faculty hires would no longer be eligible for tenure. Tenure would still be available for new faculty in the university's seminary.

This move does not completely eliminate tenure for Cornerstone's academic faculty. Persons with tenure will retain it. Tenure track faculty, nearly half of the university's total faculty, will have the option of continuing towards tenure or accepting a contract.

President Rogers justified this move as a shift towards increased flexibility. "We're positioning the university for growth in the next

seven to 10 years. A multi-year contract provides the university with more flexibility and accountability, while maintaining security for individual members and the faculty as a whole," he said.

Some faculty members question the academic future of the university in the wake of this move. "We feel this will cause a serious decline in the quality of education at Cornerstone," said tenured English professor David Landrum. "[The university] will not hire high-quality faculty. Tenure means job security, but also the opportunity to grow intellectually, to excel in your field and not having to look over your shoulder because you're not going to be renewed next year."

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## MSU Struggles to Implement Governance Reforms

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By Sheila Teahan, MSU Chapter President

The Michigan State University AAUP chapter has played a role throughout the "faculty voice" movement that began three years ago, when announced top-down decisions to reorganize the liberal arts and to move the College of Human Medicine to Grand Rapids prompted an Academic Senate meeting at which some six hundred faculty voted overwhelmingly to approve resolutions calling for reform of the governance system and for enhanced faculty voice more broadly. The chapter's executive committee worked closely with the Committee on Faculty Voice created at the Academic Senate meeting during that Committee's deliberations about the need to improve faculty voice at MSU. A number of AAUP members served on the five elected task forces that were established by the Committee, and the AAUP continues to advocate the implementation of the recommendations of those task forces. Unfortunately, little of the work done by these task forces has yet to be implemented by the Faculty Council. In the next newsletter, I hope

to be able to report that some progress has been made in this regard.

The chapter continues to act as advocate for faculty rights and faculty voice. A number of AAUP members have provided counsel for colleagues who have filed, or have contemplated filing grievances, and with the assistance of the national office, have helped to successfully resolve grievances involving serious issues of academic freedom and due process. The authority of the national AAUP has been central to this success; in the instance of one particularly prolonged grievance, it was only after members of the chapter became involved as counsel that discussions finally began to move in a productive direction, and the case was ultimately resolved to the satisfaction of the faculty member. Even at an institution with a relatively small advocacy chapter such as ours, the invocation of AAUP standards and policy statements carries considerable weight.

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## U-M Ann Arbor Seeks Reforms to Grievance Procedures

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By Charles B. Smith, Secretary, U-M Ann Arbor Chapter

The University of Michigan-Ann Arbor Chapter held its 2007 Annual Meeting on Thursday, May 10. With the faculty seeking to overhaul the current grievance system, the chapter invited Mary A. Steinhardt, Professor of Kinesiology and Health Education at the University of Texas-Austin to be the keynote speaker. Dr. Steinhardt worked with current U-M Provost Teresa Sullivan when Dr. Sullivan held that position at the University of Texas.

In her address, entitled "How We Strengthened the Faculty Grievance Process at Texas," Professor Steinhardt, who is chair of the Faculty Grievance Board in Austin, emphasized the essential role of a faculty-selected central ombudsperson in the resolution of grievances between faculty members and administrators or other faculty members. In addition, she repeatedly stressed the importance of diverse and

educated advice commenting that she regularly seeks the input of all of the former chairs of the Faculty Grievance Board.

Chapter members are extensively involved in faculty governance. These currently include the chair of Senate Advisory Committee on University Affairs (SACUA), the secretary of the faculty and chairs of two other Senate Advisory Committees. All six members of the Special Taskforce to Revise Faculty Grievance Procedures, appointed by SACUA, are members of the Chapter's Executive Committee. The University's Senate Assembly unanimously endorsed the report and recommendations of this taskforce at its March 2007 meeting, and SACUA has submitted the report and recommendations to Provost Teresa Sullivan for consideration and implementation by the University administration.

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## Report of 2007 MIAAUP Business Meeting

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Delegates to the 2007 MIAAUP Annual Meeting approved one Constitutional amendment and amended two by-laws.

### **Article V:7**

**Amended Text** – "The elected members at-large of the Executive Board shall be elected for two-year terms."

### **By-Law 5**

**Amended Text** – "Sequestered Fund. 25% of CB dues/fees collected under by-law 2.3, shall be placed in a sequestered fund. This fund can only be used to meet extraordinary expenses of a chapter already in collective bargaining or expenses arising from a matter of state-wide importance to collective bargaining. Expenditures from this fund shall be recommended by Committee N and authorized by the Executive Board."

### **By-Law 6**

**Amended Text** – "Audit. The financial records of the Conference shall be audited every third year by an external agency. In the remaining years, this audit will be performed by an internal audit committee. The report of the audit will be presented to the Executive Board and to the delegates attending the Annual Meeting."

### **The following people were elected to the Executive Board:**

Secretary – Ray Ventre, Northern Michigan University

Treasurer – Paul Wilson, Western Michigan University

Member at Large – Charles Parrish, Wayne State University

Member at Large – David Chesney, Michigan Tech University

Member at Large – Charles B. Smith, University of Michigan, Ann Arbor

**AAUP MEMBERSHIP APPLICATION – MICHIGAN CONFERENCE**

Check Membership category (2007 National Dues):

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

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

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

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

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

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

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

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

**PAYMENT**

Total Dues:            \_\_\_ National Dues  
                              + \_\_\_ Michigan Conference - \$37  
                              + \_\_\_ Chapter Dues (GVSU, MSU, U-M Ann Arbor - \$10, U-M Flint - \$12)  
                              = \_\_\_ Total Dues Owed

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

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

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

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