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## Right Flier: Newsletter of the AAUP-WSU Volume 4, Number 2, February 2004

American Association of University Professors-Wright State University

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# The Right Flier

Newsletter of the WSU-AAUP

Volume 4, Number 2, February 2004

## Call for Nominations

Nominations are being solicited for the next Executive Committee. The president, communication officer, secretary, and one member-at-large will serve a three-year term, while offices of vice president, treasurer, and one member-at-large carry two-year terms. The at-large member of the nominating committee serves for one year. Information on these positions is available on our website under "chapter bylaws" or by contacting the members of the current Executive Committee. **The deadline for nominations is Friday, February 20<sup>th</sup>, 2004.**



## Mark Your Calendars

The Winter Chapter meeting will be held on Friday, March 12 at 12:30 pm in 270 Allyn Hall on the main campus and 151 Dwyer on the Lake Campus. Refreshments will be served.

## LETTER FROM THE PRESIDENT

**Dan Voss**

**Professor of Mathematics & Statistics**



Dear fellow members of the WSU bargaining unit faculty. I am writing to convey to you my thanks and encouragement.

Thanks for providing me with the opportunity to serve you as a member of the AAUP-WSU Executive Committee last academic year as a member-at-large, and this academic year as your President. I've thoroughly enjoyed the opportunity to work closely with a wonderful group of colleagues on a committee of great vitality and impact, where one has the opportunity to do a lot of good! What a pleasure!

Also, let me encourage you to become active members of AAUP-WSU. Many opportunities for active service are coming down the pike. Chapter members will soon elect a new Executive Committee to take the reins on June 1<sup>ST</sup>, including a new president. Because I will be unavailable next year, I will not run for President.

If you are not already a member of the WSU Chapter of AAUP, I strongly encourage you to join. As a member of the bargaining unit, there is no additional cost to join. Yes, chapter members pay dues, but non-members pay the same amount in fair share. The difference is that membership offers additional rights and privileges! Chapter members are eligible to hold office on the Executive Committee, represent their college on the Bargaining Council, participate on the Negotiating Team, nominate elected officers, vote at chapter meetings on national issues, vote in chapter elections, and most important, vote on the ratification of Collective Bargaining Agreements! Furthermore, the level of representation your college enjoys on the Bargaining Council is determined by college membership in the local chapter. If you are not already a chapter member, please join!!! Why not?!?

We welcome your comments and suggestions. Let us know how we can serve you better!

# LEARNING ON THE JOB

**David L. Barr, Grievance & Contract Administration**  
Professor of Religion



My first four months as Grievance and Contract Administration Officer have been full of new experiences—some delightful, some traumatic. In the process I have learned a few things.

First, I learned that not all of us took our By-Laws writing as seriously as we should have. In some cases we wrote what appear to be sensible procedures that do not work well in our particular situation. For example, a department that has only two tenured professors needs to consider how it can populate a P & T committee for each of these professors. In other cases, we apparently did not write what we meant at all. For example, several P & T committees seemed to think the criteria for promotion in the By-Laws were only suggestions. They are not. They are the standard, the sole standard, by which to judge promotion and tenure. If you want a different standard, amend the By-Laws.

If you have found sticky places in your By-Laws, it may be time to amend them. All department By-Laws are available on line if you want to see what others have done. (Go the main WSU page, click Faculty and Staff, and scroll down a bit.)

Second, I learned that accusations can arise against faculty members in various ways and, however unfounded, the university is obliged to investigate. I have also learned that faculty have a right to have a union representative present in any meeting with the administration that could lead to discipline. (This is known as the Weingarten right, sort of like the Miranda right but you have to ask for it.) The role of the union representative is to insure that the contract is followed and the rights of the faculty are protected. (See 14.5.1)

But perhaps the main thing I have learned is how much better all these processes are under the contract. I cannot say that the P & T process has run flawlessly this year, but I can say that everyone who suffered a problem has been able to rely on the terms of the contract and the assistance of the union in ways that were just not possible before we organized.

## **Congratulations!!!**

Congratulations to Dr. Henry Ruminski  
Assistant Professor of Communication  
on his election to the office of  
member-at-large of the Executive Committee.



# PREPARING FOR THE UPCOMING CONTRACT NEGOTIATIONS



**Paulette Olson, Vice President**  
Professor of Economics

To prepare for next year's round of contract negotiations, the EC expects to survey BUFMs during Spring quarter. The survey will ask BUFMs to prioritize their concerns. These will be presented to the BC.

The EC will also call for nominations for representatives to the BC. Only RCMs are eligible to sit on the BC. Article X.C. of our chapter's Constitution and Bylaws specifies the selection and terms of BC members. Article X.B. specifies its composition. The number of representatives from each college who serve on the BC is determined by a count of the RCMs in each college. For instance, based on the current membership count, the next BC will comprise 17 members. Of these, 2 will come from the College of Business; 2 from the Education and Human Services, 1 from Engineering and Computer Science; 6 from Liberal Arts; 1 from the Lake Campus; 1 from Nursing and Health; and 4 from Science and Mathematics.

## GLOSSARY

AAUP	American Association of University Professors
BC	Bargaining Council: college reps who guide contract modifications
BUFM(s)	Bargaining unit faculty members(s): full time tenured & tenure-track faculty
EC	Executive Committee: Elected officers
RCM(s)	Regular chapter member(s): BUFMs who have joined the WSU Chapter of AAUP
NT	The Negotiating Team: negotiates the Agreement with the administration
WSU-AAUP	Wright State Chapter of AAUP

### The Role of the Bargaining Council

The BC plays a key role in reviewing and possibly modifying all draft bargaining proposals, making recommendations to the NT regarding contract proposals, and communicating to the NT the priorities of the faculty. This requires that members of the BC become familiar with AAUP policies, procedures, reports, as well as with the process of collective bargaining and relevant agreements with the Administration. It also requires that the BC meet with the NT periodically to assess progress, suggest strategies, and to generally assist in the negotiation process until the contract is ratified (see Article X.D.).

### The Role of The Negotiating Team

The role of the NT is to participate in contract negotiations with representatives of WSU on behalf of the collective bargaining unit. The chief spokesperson for the NT is the Chief Negotiator. If the Chief Negotiator feels that an issue is of sufficient importance to RCMs or BUFMs in general, the EC may initiate a poll on that particular topic. Moreover, the Chief Negotiator will present all tentatively agreed upon contract proposals to the EC. If approved by the EC, these proposals will be communicated to the BC with their consent or suggested changes. The EC shall also submit to the RCMs the tentative negotiated contract for ratification.

Note: the articles from our chapter's Constitution and Bylaws noted above can be viewed online at [www.wright.edu/admin/aaup/ChapterBylaws.html](http://www.wright.edu/admin/aaup/ChapterBylaws.html)

## Other Members of the Executive Committee



Dr. Audrey McGowin  
Secretary  
Associate Professor of Chemistry



Dr. Larry Weinstein  
Treasurer  
Associate Professor of Management  
Science & Information Systems