Right Flier: Newsletter of the AAUP-WSU Volume 8, Number 1, October 2007

American Association of University Professors-Wright State University

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Collective Bargaining On the Horizon!

Anna Bellisari, President

In January AAUP-WSU will negotiate our fourth contract with the WSU administration. Our current CBA will expire at the end of June, 2008, and will be replaced by a new one.

So the words for today are Collective Bargaining. Negotiating a new contract involves huge investments of time, energy, and skill on the part of every-one involved in the negotiating process. It is clear to me that we have the Bargaining aspect well in hand. AAUP-WSU is blessed with three groups of faculty volunteers who contribute diligently to this process. The Negotiating Team consists of Chief Negotiator Rudy Fichtenbaum, two other experienced negotiators (Jim Vance and Barry Milligan), and three new members (Matt Rizki, Paulette Olson, and Donna Miles Curry). Although actual negotiation with representatives of the WSU administration will not begin until January, the Negotiating Team is already meeting regularly to prepare for the process.

The Bargaining Council, which includes faculty representatives from every WSU college, began to hold regular weekly meetings in September to consider issues to be negotiated and to propose and draft articles for negotiation. The group will continue to meet weekly until negotiations are complete and will make recommendations to the Negotiating Team and to the AAUP-WSU Executive Committee during the negotiating process. The list of Bargaining Council representatives is on page 3 of this issue of the Right Flier.

The AAUP-WSU Executive Committee meets weekly throughout the academic year, and occasionally during the summer as well. The Executive Committee consists of the elected officers, the Chief Negotiator, the Communication Officer, the Grievance and Contract Administration Officer, and two Members-at-Large listed on page 6 of this issue of the Right Flier. They will work closely with the Negotiating Team and the Bargaining Council to bring our issues and concerns to the bargaining table.

That brings me to the Collective part of the upcoming negotiations. This is your part of the process. Be assured that the members of the three groups mentioned above will do their utmost to negotiate a favorable contract with the WSU administration. They will play their necessary roles, but their efforts are not sufficient. We need you. For one thing, our strength during the negotiating process depends not only on the dedication and skill of negotiators but also on the size of our chapter membership. Currently 73 percent of WSU Bargaining Unit Faculty are Regular Chapter Members, one of the highest membership rates in all of AAUP. But that membership could be higher, and we could be even more powerful.

Only Regular Chapter Members of AAUP-WSU can serve in negotiating capacities, attend and vote at chapter meetings, and cast votes on the contract when the negotiation process is complete. You can help by joining AAUP-WSU. Just complete the membership form on our website and send it to the AAUP-WSU office. And you can recruit new members in your department and college. Discuss with them the advantages of membership and remind them that full membership does not incur additional costs at our fair-share university.

You can also participate by making your concerns and wishes known to the negotiators. Simply call, email, or discuss the issues with your college representative on the Bargaining Council. Bargaining Council members will solicit input from the faculty in their units, but you are urged to initiate contact with one of them for this purpose as well. Take advantage of this opportunity to voice your concerns, whether they relate to compensation and benefits, the merit pay system, the classroom environment, promotion and tenure, teaching loads, academic freedom, or any number of other issues.

You are the heart of AAUP-WSU, and this is your union.

INSIDE THIS ISSUE

AAUP Academic Freedom Statement P-2
Bargaining Council P-3
Your Union at Work P-3
Tenth Anniversary P-4
Chapter History P-4
Professional Development Leaves P-4
National Meeting P-5
AAUP Position on Outside Speakers and Academic Freedom

The presidents of all college and university in the country received a letter from AAUP President Cary Nelson to introduce them to AAUP’s statement on “Academic Freedom and Outside Speakers.” Accompanying the letter was a full text of the statement and a somewhat shorter, more accessible summary of the statement that presidents were urged to share with their boards, administrative colleagues and the public. The statement was not distributed at WSU so we have included it here.

An Open Letter on Outside Speakers and Academic Freedom from the AAUP President Cary Nelson

In 2005--after several colleges and universities withdrew valid invitations to speakers during the 2004 election cycle--the American Association of University Professors published a statement on "Academic Freedom and Outside Speakers." Now that another election cycle is upon us, it is important to reiterate our policy’s key points: 1. Many colleges and universities permit student and faculty groups to issue their own invitations to outside speakers. That practice is an important part of academic freedom and institutions should respect it. 2. When an authorized faculty or student group invites an outside speaker, this does not mean the institution approves or disapproves of the speaker or what the speaker says, has said or will say. 3. Colleges are free to announce that they do not officially endorse a speaker or the views a speaker expresses, but they should not cancel a speech because people on campus or in the community either disagree with its content or disapprove of the speaker. 4. Institutions should ensure that all legitimately invited speakers can express their views and that open discussion can take place. 5. Only in extreme and extraordinary cases may invitations be canceled out of concern for safety. We believe education is best served by the free pursuit of all ideas, including controversial ones. Yet this commitment to academic freedom can be severely tested when campus or community members are offended by the views an invited speaker is expected to express. How should we respond when some claim an invitation amounts to an endorsement of a politician, a religion, or even an outlandish conspiracy theory? Should a university president, a board of trustees, or a group of concerned citizens or donors have the right to demand that an invitation to a speaker be withdrawn?

If the College Republicans invite Dick Cheney to speak about the "war on terror" the talk may be controversial, but if the College Republicans is a valid student organization, neither the Board of Trustees nor the administration should cancel the talk. Although administrators have sometimes cited fear of violating section 501 (c) (3) of the Internal Revenue Code as a reason for canceling invitations to politically controversial speakers, such invitations do not constitute the type of prohibited political campaign intervention or participation that would endanger the university’s tax exempt status. The university does not endorse a particular speaker’s views any more than it endorses the content of a particular book in its library.

Nor should the university compel a student group to invite an opposing speaker to ensure "balance" or create a debate format. It would be improper for a university administration to require the College Republicans to invite Barak Obama in order to "balance" Dick Cheney. Campus groups should not be compelled to invite someone they do not want to hear as a condition for inviting someone they do want to hear. A different student group can invite Obama, or the university can create its own event and add it to the campus schedule.

What happens if taxpaying citizens, state politicians, or important donors demand that the president cancel a planned speech? University presidents, who have many constituencies to please, may find this a difficult situation. Matters can become very complicated if different groups make contradictory demands. Satisfying one group may offend another. That difficulty can be avoided if a president does the right thing by defending academic freedom and the university’s unique role as a place for ideas to flourish and to be exchanged. A president is not responsible for defending a speaker who has been properly invited by an authorized student, faculty, or employee group. Authorizing these groups to invite outside speakers that are of interest to them is an important way to sustain a vibrant campus intellectual life. Such a practice can be supported by all campus constituencies. Continued on Page 3.
This reasoning holds true even when virtually everyone disagrees with an invited speaker. Students might at one time have invited an American Nazi Party representative to speak. The invitation might have sought to give the campus direct experience of a position all considered abhorrent. Once again, we should not assume that invitations represent endorsements. We should also give some credit to our student audiences. They do not need to be protected from outlandish ideas. They do not believe everything they hear, and they are on campus to learn to think critically. Revulsion at ideas or fear of them is understandable, but ideas are best answered with thought and conversation, not with censorship. That is nowhere more true than at a college or university. Education will not be well served if only bland speakers with uncontroversial views are invited to campus. The costs—to education, to academic freedom, to the social good—are virtually always higher when an invited speaker is silenced rather than allowed to speak.

The opening five points represent the consensus reached at a September 2006 meeting where representatives of several higher education organizations discussed the AAUP’s full statement on outside speakers. We should add that administrators appropriately may specify that no member of the academic community may speak for or act on behalf of the college or university in a political campaign.

For more information, the full statement, "Academic Freedom and Outside Speakers," is available on the AAUP website: http://www.aaup.org/AAUP/About/committees/committee+repts/CommA/outside-spkrs.htm. You may also call AAUP at 1 800 424 2973.

The AAUP Bargaining Council is meeting during fall quarter to help define issues and positions for the Negotiating team to use when negotiations start in January. If you have concerns or issues you would like to have discussed contact a representative from your college listed below.

If you are in the Raj Soin College of Business and would like to represent your college contact President Anna Bellisari about the vacancy.

College of Science and Mathematics: Chris Barton, Allen Hunt, Larry Prochaska, Larry Turyn, and Dan Weber

College of Education and Human Services: Doris Johnson and Jan LaForge.

College of Liberal Arts: Glen Cebulash, Sandra Crews, Marlese Durr, David Orenstein, Martha Sammons, and Mary Wenning

Lake Campus: Jim Steinberg

College of Engineering and Computer Science: Tom Hangartner, Michael Raymer

College of Nursing and Health: Bobbe Gray

Raj Soin College of Business: Barbara Hopkins

Your union at work

The union has been pursuing a variety of classroom issues and has additional meetings planned to attempt to improve both classroom scheduling and condition problems. Anyone with complaints should contact Barry Milligan, our grievance officer, with details.

Union representatives have met with BUFMs, P&T chairs and committees in several colleges to help clarify P&T issues involving bylaws, publications, committee membership and committee chairs. A P&T workshop is planned for winter quarter for those planning to initiate P&T actions next summer.

The grievance officer is working with a CEHS P&T committee and department chair to clarify questions about the acceptability of papers published by a candidate for promotion and to correct letters in a BUFM’s file.

A reminder was sent to SOM members that online evaluations are not to be used in annual evaluations or P&T purposes.

The executive committee approved an MOU for the December intersession.

An agreement was reached regarding technical support for nonstandard computer equipment. Anyone with questions or issues should contact Rudy Fichtenbaum or Jim Vance.
Tenth anniversary planning underway

It will soon be time to celebrate a decade of collective bargaining at Wright State University. Our collective bargaining unit was formed in 1998, and members ratified our first collective bargaining agreement in 1999.

Among other things the contract established minimum salaries for each rank of the professoriate, clarified and standardized promotion and tenure practices, and resulted in the writing of detailed and rational by-laws for each department.

Succeeding contracts have helped keep faculty health insurance costs at reasonable levels and minimum salaries competitive with other Ohio institutions.

How do you think we should mark the occasion? Former AAUP-WSU president and WSU Emeritus Professor of History Allan Spetter has written a history of collective bargaining at Wright State, which will be released to kick off the year-long celebration.

Other tentative plans include a symposium on academic freedom, a labor film festival, and bargaining-related readings, performances and exhibits.

A celebration committee is forming, co-chaired by Executive Committee Members-at-Large Maggie MacDonald and Carol Loranger. Faculty interested in joining the committee are invited to email carol.loranger@wright.edu

Spetter writes chapter history

Allan Spetter, Professor Emeritus of History and former AAUP-WSU President, has written a history of the chapter as part of our plans for a tenth anniversary celebration of collective bargaining at WSU.

Allan reviews the conditions that existed at WSU during its first 30 years which ultimately led to a successful vote for collective bargaining. He also examines the attempts by early administrations to create governance structures designed to keep the faculty powerless and deny them any meaningful voice in deciding priorities at Wright State and providing input about the university’s future.

Allan notes that the inflation of the 1970s and the recession in the early 1980s had an impact on Ohio’s economy and resulted in worries among faculty members of potential “rerenchment”. Faculty felt powerless to do anything to improve their situation and yet there was still a reluctance to form a union.

Allan notes that Mel Goldfinger, who has served AAUP in a variety of positions over the years, was instrumental in reenergizing AAUP on the WSU campus with help from then President Page Mulhollan: "(T)he combination of Goldfinger’s tireless efforts and Mulhollan’s management style, completely ignoring the faculty, would bring dramatic change to Wright State."

Allan’s account provides some interesting insights into faculty governance at WSU and can help faculty who have joined WSU after collective bargaining was approved understand how things were before we had a faculty union.

Once the history has undergone its final edit, it will be made available as part of the tenth anniversary materials.

Professional development leaves

A total of 56 quarters of professional development leave were granted to 20 Bargaining Unit faculty members for the 2007-2008 academic year.

Congratulations to those who received the grants. We wish them success in their scholarly efforts.

Below is a list by college of those receiving PDLs.

**Raj Soin College of Business:**
Rudy Fichtenbaum, Professor, Economics; and Paul Lin, Associate Professor, Accountancy

**College of Engineering and Computer Science:**
Kuldip Rattan, Professor, Electrical Engineering; and Mateen Rizki, Professor, Computer Science

**College of Liberal Arts:**
Liam Anderson, Associate Professor, Political Science; Linda Farmer, Associate Professor, Philosophy; Elliot Gaines, Associate Professor, Communication; Marjorie McLellan, Associate Professor, History; Carol Nathanson, Associate Professor, Art & Art History; and Alpana Sharma, Associate Professor, English.

**College of Nursing and Health:**
Patricia Vermeersch, Associate Professor

**College of Science and Mathematics:**
K. T. Arasu, Professor, Mathematics; Kevin Bennett, Professor, Psychology; Adrian Corbett, Associate Professor, Neuroscience, Cell Biology & Physiology; Anthony Evans, Professor, Mathematics; Melvyn Goldfinger, Associate Professor, Neuroscience, Cell Biology & Physiology; Qingbo Huang, Associate Professor, Mathematics; Gregory Kozlowski, Associate Professor, Physics; Corey Miller, Associate Professor, Psychology; and James Runkle, Professor, Biology
“Telling the Truth in Difficult Times”
AAUP 93rd National Meeting
Washington, D.C. June 7-9, 2007

Audrey McGowin, AAUP-WSU Secretary, represented the chapter at the national meeting. Included here are selected parts of her report to the Executive Committee.

Thursday, June 7:

The meeting started off with Capitol Hill Day where members visit the offices of their senators and representatives. I attended the orientation meeting in the morning where Nicole Byrd (Government Relations Associate) and John Curtis (AAUP Director of Research and Public Policy) from the national AAUP office went over the basics of lobbying elected officials. I met up with other members from Ohio Sally Dunn and Joel Helms (UC).

I, along with Sally, Joel, Dave Patton (OSU), Steve Aby (OU), Paul David (Cincinnati State), and Jamie Pottorf (Ohio Conference), all met up at 1:00 p.m. in the lobby of the Omni Shoreham and proceeded to our 2:00 pm meeting with Mark Powden, staff member of Senator Sherrod Brown and 3:00 pm meeting with Staffer Steve Kettridge in Senator Voinovich’s office.

At those meetings we expressed our concerns regarding the enormous amount of debt that students acquire as students and the Academic Bill of Rights that will interfere with academic freedom in the classroom.

We asked the senators to support an increase in Pell Grants as well as increases in other forms of grants for students with limited resources as a way to reduce the amount of debts from loans students must repay after graduation.

Also, we expressed concerns about the role of the Federal Government in the accreditation of colleges and universities and that this could destroy the uniqueness of higher education institutions.

After, we attended the reception on Capitol Hill at the Rayburn House Office Building to honor Senator Reed (Rhode Island) for his support of higher education.

The Globalization of Higher Education

The Annual Meeting Recognition banquet speaker was Andrew Ross, Professor and Chair-Elect of the Department of Social and Cultural Analysis at New York University. The title was “The Globalization of Higher Education”. US universities are establishing branches overseas and there are on-line diploma mills that are leading to the liberalization of higher education. It is a $40-50 billion market. Higher education is the 5th largest export service worth $12 billion in 2004. There are no international agreements in place to regulate it. What will this do to the ideals like academic freedom and quality education?

Saturday, June 9

This was a long and busy day. At the Executive Director’s breakfast, Ernie Benjamin, talked about the recent bad press in the Chronicle of Higher Education and what an appropriate response might be. He talked about developing a strategic plan, setting goals for the organization, and restructuring. People generally felt that dues for non-collective bargaining members should be lowered and dues for collective bargaining chapters should be higher and that there should be more services provided.

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AAUP-WSU Executive Committee.

Left to Right

Phone #
Anna Bellisari, President 2923
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Audrey McGowin, Secretary 2791
Travis Doom, Treasurer 5105
Jim Vance, Communication Officer 2206
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Carol Loranger, Member-at-Large 2961
Rudy Fichtenbaum, Chief Negotiator 3085
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FALL QUARTER CHAPTER MEETING

Wednesday, October 24, 2007 at 12:30 p.m.

CTL Studio B (basement of library) for Dayton campus & Lake Campus 151 Dwyer

Because collective bargaining matters will be discussed, only Regular Chapter Members (persons in the collective bargaining unit who have chosen to join AAUP-WSU) are eligible to attend.

Agenda items are expected to include the following:
Treasurer’s report and recommended budget for the calendar year 2008 (to be circulated), on which we will vote; reports from our chapter’s President, Vice President, Grievance and Contract Administration Officer, and Chief Negotiator

There will also be a call for volunteers to develop plans in recognition of the 10th anniversary of collective bargaining at WSU. The vote for Professor-at-Large to the University P&T committee will be announced.

Refreshments will be served.

Mail to: