



Academic Staff Steering Committee

Fall 2004

From the Chair

Greetings from the newly elected Chair of the AAUP-AFT Academic Staff Steering Committee, 2004-5. This year the committee is comprised of a group of dynamic individuals working diligently to provide a variety of programs. Programming for academic staff this year will focus on workshops for professional development and discussions with academic staff union representatives. Get to know the people that serve you. In addition, with 2005 being the year to renew our union contract, it is important that all academic staff become involved by not only attending but also participating in the programs being offered. Let the union representatives hear your voice. Remember, if you don't participate you can't complain! Therefore, I would like to take this opportunity to invite all academic staff to become involved.

— *Pynthia Caffee*
CULMA
577-0951
ae5396@wayne.edu

Your 2004-5 Committee

The academic staff steering committee's purpose is to promote the interests of higher education and to advance the standards, ideals and welfare of the academic staff at Wayne State University.

Pynthia Caffee, Chair

577-0951, ae5396@wayne.edu

Caffee is an Academic Services Officer for the Interdisciplinary Studies Department in the College of Urban, Labor and Metropolitan Affairs (CULMA). She has been employed with WSU for four years. She earned an MS in Administration degree from Central Michigan University in 1992 and a BS from Eastern Michigan University in 1984. Caffee is Chair of the Affirmative Action and Equity Committee of the WSU President's Commission on the Status of Women and is a member of the Michigan Association for Adult and Continuing Education and National Academic Advising Association.

Jennifer Bondy, Vice-Chair and Newsletter Designer/Editor

577-2523, aa1676@wayne.edu

Bondy is the Academic Services Officer for the Library and Information Science Program. She has been in the position since September 2001. Previously she worked as an employment officer for the WSU Human Resources Division and as a personnel specialist for the WSU Library System. She has been employed at WSU since 1995. She earned a Master of Library and Information Science degree at WSU in 2000 and a BA in Psychology from the University of Windsor in 1994. Bondy serves as the newsletter editor and archivist/historian for the Michigan College Personnel Association (MCPA). She is also serving as the Programming Co-Chair for the 2004 MCPA Conference. She is a member of the American College Personnel Association, the American Library Association and the Michigan Library Association.

Frances Krempasky, Member-at-Large

577-6439, ag3412@wayne.edu

Krempasky is a Librarian III and the Head of Cataloging and Government Documents in the Resource Services Department in the WSU Library System. She holds a Master of Library and Information Science degree from WSU. Prior to her

see **Committee**, next page



LeFevre, Seatts, Caffee, Bondy and Krempasky

What you need to know about ESS/Promotion

Have you been in an academic staff position for up to 3 years? Are you a Financial Aid Officer, University Counselor, University Counselor Assistant, Academic Advisor, Academic Services Officer, Librarian, Extension Program Coordinator, Athletic Coach/Trainer or Archivist? Then you need to attend this important workshop on *What You Need to Know About ESS/Promotion*.

Academic Staff in the Employment Security System (ESS) must make a written application for ESS to the director/chair/dean at least six months, but no more than twelve months, prior to their fifth anniversary. If you don't obtain ESS, your employment at WSU will be terminated. ESS is awarded on the basis of excellence in job performance and excellence in professional achievement and/or service. You must put together a packet by which your ESS will be evaluated and recommended or not recommended. After three years of service you are eligible to apply for a promotion to the next rank in your job classification.

There is so much that academic staff need to know - that is why the Academic Staff Steering Committee is sponsoring this informative workshop that will give insightful and valuable information for putting together the ESS/Promotion packet. Join us October 21, from 12:00-1:30 p.m. in the Community Room, Adamany Undergraduate Library. Lunch will be provided. Please RSVP to Linda Seatts by October 15.

— *Linda Seatts*
Office of International
Students and Scholars
577-3422
ac5041@wayne.edu

Committee, *continued*

present position, she was DALNET Database Management Librarian in Technical Services and Systems at WSU. She has also worked at the Southfield Public Library and at Michigan State University Libraries. She has a BA in Advertising from Michigan State University with a minor in Women's Studies. She has served as a member of an AAUP-AFT Standing Panel in Article 24 of the Agreement Between the University Administration and the AAUP-AFT. She was elected Secretary for the President's Commission on the Status of Women at WSU from August 2002 to July 2003.

William W. LeFevre, Member-at-Large

577-2789, aa8915@wayne.edu

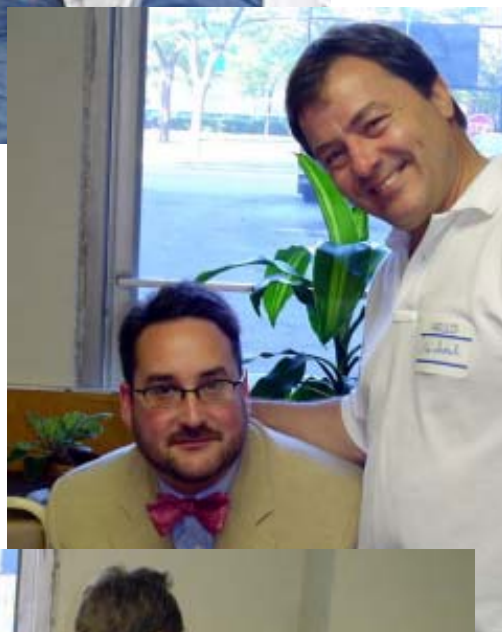
LeFevre has been an Archivist III at the Walter P. Reuther Library/Archives of Labor and Urban Affairs since 1990. He earned a BA in Political Science and History from Albion College in 1988, a Russian Language Certificate from Beloit College in Wisconsin in 1988 and a Master of Library and Information Science degree and Archival Administration Certificate from Wayne State University in 1990. LeFevre is a Certified Archivist, Academy of Certified Archivists, since 1995 and a Certified Records Manager, Institute for Certified Records Managers, since 2003. He is adjunct faculty with the WSU Library and Information Science Program. He currently serves as Secretary-Elect, Institute for Certified Records Managers; Treasurer, Michigan Archival Association; Board Member, Association of Records Managers and Administrators, Detroit Chapter; President, Audubon-Whittier Homeowners Association; Member: American Library Association, Association of Records Managers and Administrators, Institute for Certified Records Managers, Academy of Certified Archivists, Midwest Archives Conference, Society of American Archivists, Detroit Historical Society, Grosse Pointe Historical Society, Historical Society of Michigan, Michigan Oral history Association, Southwest Labor Studies Association, WSU Library Science Alumni Association.

Linda Seatts, Secretary

577-3422, ac5041@wayne.edu

Seatts joined WSU in 1995 as a Financial Aid Officer for the Office of Scholarships and Financial Aid and later moved to the OSFA satellite office as a supervisor in the School of Medicine. In 1999, Seatts joined the Office of International Students and Scholars as the Assistant Director. She oversees the day-to-day operations of the office including the oversight of the Student and Exchange Visitor Information System, a web-based system for maintaining information on international students and exchange visitors in the United States. As the Primary Designated School Official, Seatts is the primary contact between the Department of Homeland Security and WSU. In March 2004, Seatts was elected Chair-Elect for the Michigan Association of International Educators. She is the Past-Chair of the President's Commission on the Status of Women; Past-President of the American Association of University Women Detroit Chapter. She is adjunct faculty with CULMA. Seatts is a national diversity speaker, having presented workshops for the IRS, U.S. Army Corps of Engineers, UAW/General Motors and Delphi. Seatts holds an MA in Dispute Resolution from WSU and received an MA in Christian Ministry from Ashland Theological Seminary in 2004. ■

Breakfast with the ASSC



The AAUP-AFT Academic Staff Steering Committee held its first event, Thursday, September 23. The event, *Breakfast with the AAUP-AFT Academic Staff Steering Committee*, was designed for AAUP-AFT members to network with the Steering Committee and AAUP-AFT representatives. Those who attended the event enjoyed breakfast treats while networking with their university colleagues. This informal event sparked lots of good conversation and interest in AAUP-AFT projects.

— Fran Krempasky
University Library System
577-6439
ag3412@wayne.edu

Bargaining in 2005

Our current WSU AAUP-AFT contract expires July 2005. This will be the first time that academic staff members will have an opportunity to negotiate separately on critical issues that concern them.

As the grievance coordinator, I have seen the issues that have been of concern in our current contract. One of the chief concerns has been what constitutes the duties of my position: the renewal of contract, the ESS procedure and what are appropriate reasons (cause) for termination of employment. Indeed, we have a 2N committee working on the issues of bylaws and factors for each unit. We have agreed upon a template factors statement. See if it fits your duties. The 2N committee union members are Naida Simon, Barbara Jones and me.

The Academic Staff Steering Committee is one voice to be used to identify and codify issues that will need to be brought to the negotiation process next summer. I will, of course, make myself available to discuss contract language that has not been effective and needs to be changed. I will ask that the Steering Committee establish a small working group to organize a discussion group. Procedurally, the AAUP-AFT Executive Board has responsibility for the collective bargaining process. However, it is very important that the Executive Board hears the issues that are of most concern to the academic staff. Last year, Steve Babson developed a brief survey that might provide a starting point. Perhaps with Steve's permission, we can modify this survey to reflect academic staff issues. Again, your input is critical.

As we begin the fall term, it is already late in the day. By

see **Bargaining**, back page

Just the Facts. . .

Total Academic Staff = 252
Academic Staff with ESS = 77
Academic Staff with Tenure = 29
Academic Staff on ESS track = 74
Academic Staff on Tenure Track = 1
Academic Staff Ineligible for ESS/Tenure = 64
Academic Staff with Unknown Status = 7

Mark your calendars . . .

Get Acquainted with the Provost

A discussion with WSU Provost Nancy S. Barrett
November 18
Noon - 1:30
Reuther Archives Conference Room
Look for the advertisement in the near future!

Editor's Note

The Academic Staff Steering Committee's newsletter is published twice per academic year to share news, information and the achievements of academic staff members. If you have published an article, received an award, given a presentation or have other professional announcements, please send to Jennifer Bondy, Newsletter Editor, aa1676@wayne.edu, 577-2523. The submission deadline for the next issue is January 28, 2005. The editor reserves the right to edit submissions for content and space. Every effort is made to include all submitted material.

American Association of University Professors
American Federation of Teachers
Wayne State University Chapter
5440 Cass Avenue, Suite 103
Detroit, MI 48202-3680
313-577-1750
aaupaft@wayne.edu
http://mywebpages.comcast.net/aaup_aft/

CAMPUS MAIL:

Bargaining, *continued*

this, I mean that I continue to deal with grievances that show how little middle managers know about the contract. I also have become very concerned with the general apathy I see in the academic staff. It is very important to remember that each issue gained in the collective bargaining process was at the cost of something else. The contract serves as an umbrella protecting procedures for ESS, tenure, salaries, continuing contract, flex time and comp time to name a few. If your unit bylaws and factors fail this test, notify Barbara Jones, the Implementation Officer, or me. You can also notify Naida Simon, who is the third union member of our 2N committee. Naida is also on the Executive Board as Vice President. You can also contact Jan Thompson, Executive Director, AAUP-AFT.

In summary, it is important for the academic staff to realize that in 2005 we face a new challenge. I will try to answer any questions you may have. If I do not have the answer, Jan Thompson will be able to guide us to the right source.

— *Lothar Spang*
Academic Staff Grievance
Coordinator
University Library System
577-3367
ab1116@wayne.edu



Spang