



# Academic Staff Steering Committee

Fall 2005

## From the Chair

I am pleased to serve as your Academic Staff Steering Committee (ASSC) Chair for the 2005-6 academic year. The ASSC is in place to promote the interests of higher education and to advance standards, ideals and welfare of the academic staff of WSU. To this end, we have developed a series of programs for your professional development. See a preview of our upcoming "Maintaining Your Professional Record and Professional Achievement" program in this issue. Be sure to mark your calendars for October 20!

We are also hard at work developing a Legislative Awareness program which will take place on December 5. State representatives will be on campus to discuss the current state of higher education and funding. Please see the events calendar on page 2 for additional programs we have planned for you this year.

I would like to thank all those who attended our Welcome Breakfast on September 22. Special thanks to Dr. Howard Shapiro for spending some time with us.

We appreciate your feedback and welcome your suggestions. Please contact me or another ASSC member to let us know how we can be of service to you.

— Jennifer Bondy  
Lib. and Info. Science  
577-2523  
aa1676@wayne.edu

## Your 2005-6 Committee

**Jennifer Bondy**, Chair; Newsletter Designer and Co-Editor  
577-2523, aa1676@wayne.edu

Bondy is the Academic Services Officer for the Library and Information Science Program and 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 designer/editor for the Michigan College Personnel Association and is a member of the Programming Committee for the 2005 MCPA Conference. She is a member of the American College Personnel Association and serves on the directorate of the Graduate and Professional School Educators Commission as well as the Programming Committee for the 2006 ACPA Conference. She is also a member of NACADA and the Michigan Library Association.

**Linda Seatts**, Co-Chair  
577-8309, ac5041@wayne.edu

Seatts joined WSU in 1995 as a Financial Aid Officer for the Office of Scholarships and Financial Aid (OSFA). Later she was promoted to FAO II and supervisor for the OSFA satellite office 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. As the Primary designated School Official, Seatts is the primary contact between the Department of Homeland Security and WSU. Currently Seatts is the Chair of the Michigan Association of International Educators; the Regional Representative for the Knowledge Community for International Students and Scholars for Region V (Michigan, Illinois and Wisconsin) of the National Association of International Educators; Seatts was recently selected to serve as a member of the National Association of International Educators Policy and Practice Committee practice pool to work on specific projects relating to regulatory issues affecting international education; member of the Ashland Theological Seminary Alumni Association; a community partner with Reclaiming our Village. Seatts holds a Master's of Arts in Dispute Resolution from WSU and received a Masters of Arts in Christian Ministry from Ashland Theological Seminary.

see **Committee**, next page



Sperl, Seatts, Bondy, Young and Cottongim

# Maintaining Your Professional Record and Achievement

Maintaining your professional record is an important part of the life of Academic Staff. We often forget to include a project, an article or a media presentation that we created and unfortunately it doesn't make it on the professional record.

A large part of building your professional record is to make certain that you have accomplishments in three important areas, (1) job performance, (2) professional achievement and 3) service. The breakdown for selective salary distribution is awarded four sevenths for job performance, two sevenths for professional achievement and one seventh to recognize accomplishments in service [Article XII(C)].

It is expected that Academic Staff be involved in their professional organizations, including, but not limited to, positions in the organization, presentation of sessions and/or workshops as well as involvement in advancing the work of the university and our professional field. Keeping track of your achievements and mapping a development plan to ensure you meet the guidelines for promotion/ESS and selective salary are just one of many areas that will be covered during the AAUP-AFT ASSC upcoming series on Professional Development. The first session of our series is titled, "Maintaining Your Professional Record and Professional Achievement" which will be held on Oct. 20. Please join us in the UGL Community Room from 12:00-2:00 pm. Lunch will be provided; please RSVP by Oct. 14 to 7-7766. Tell your colleagues about our Professional Development Series - these events can be added to your professional record!

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

## Committee, *continued*

**Anne Cottongim**, Member-at-Large, Newsletter Co-Editor  
577-6175, al7470@wayne.edu

Cottongim is a Public Services Librarian I at the Arthur Neef Law Library and has been in her position since June 2004. Previously she was a reference and electronic services librarian at Ave Maria School of Law in Ann Arbor. She earned a Master of Library and Information Science degree at WSU in 2003, a Juris Doctor from Thomas M. Cooley School of Law in Lansing in 1994, and a BA in Social Science Law & Democracy from Michigan State University in East Lansing in 1989. Cottongim serves as the Secretary of the Michigan Association of Law Librarians and is a member of the American and Michigan Library Associations and the American Association of Law Librarians.

**Earnestine Young**, Member-at-Large; Program Chair  
577-7766, ad4731@wayne.edu

Young is a University Counselor III for the Academic College Enrichment Services Project 350 and has been in the position since September 1994. She has been employed at Wayne State since 1984 and recently received a 20-year service award. She completed her Bachelor's (Guidance & Counseling), a Master's (Guidance & Counseling), and a second Master's (Career & Technical Education) at Wayne State University.

**Liza Lagman Sperl**, Secretary  
577-9075, ab8898@wayne.edu

Sperl serves as Academic Advisor II in the Honors Program, after serving in the University Advising Center for almost eight years. She completed both her Bachelor's (College of Science, 1996) and Master's (College of Education, 2002) at Wayne State University. Sperl has previously served on the ASSC as Secretary (1999 - 2001) and Member-at-Large (2001 - 2002). Liza has been involved in a number of AAUP-AFT projects, such as a workshop series on conference presentations and professional development. ■

## Mark your calendars . . .

Maintaining Your Professional Record and Professional Achievement

October 20, Noon - 2:00  
UGL Community Room

Legislative Awareness  
December 5, Noon - 3:00  
UGL Community Room

Know Your Contract (Professional Duties, Comp/Flex Time, By-laws and Factors)  
January 19, 2006

Contract Negotiation Discussion  
February 16, 2006

ESS/Promotion Overview  
March 16, 2006

ESS/Promotion Workshop  
April 13, 2006

## Breakfast with the ASSC and Dr. Howard Shapiro

On September 22, from 8:00-9:30, the ASSC was pleased to offer breakfast and an opportunity to meet and speak with Dr. Howard Shapiro, the new Associate V.P. of Undergraduate Programs. Those who attended were treated to an assortment of muffins, bagels, fruit, juice and coffee. Many thanks to Jan Thompson and Teresa Austin in the AAUP-AFT office for assisting in the set-up and clean up. Academic staff members from many departments stopped in and several interesting conversations took place. The opportunity to relax and speak with fellow WSU employees is invaluable, especially during the busy orientation and welcome back month.

It was generous of Dr. Shapiro to attend and speak to us about our areas of interest as well as his own. Dr. Shapiro is a very friendly person who was willing to take time out from his schedule to meet with us. Dr. Shapiro spoke about his thoughts on higher education and his vision for undergraduate students programs, including the importance of learning communities and faculty involvement. He stayed for the entire hour and a half to ensure that anyone interested in meeting and talking to him would have the chance. We were very pleased by the turnout and hope to offer another speaker at the Welcome Breakfast next year.

— Anne Cottongim  
Law Library  
577-6175  
al7470@wayne.edu



*Pictured are some of the ASSC Breakfast attendees - bright eyed and bushy tailed!*



## Bargaining and Other Issues in 2006

The AAUP-AFT and Wayne State University have extended the current contract (August 1, 2002 – July 31, 2005) for one year. Both sides agreed that given the current economic climate of the State of Michigan and the University, it would be a good idea to extend the contract and the salary raise and selective raise at the level of the last year of the contract (2% and 1.25% respectively). Except for salaries, all other portions of the contract remain in effect. This extension also called for the creation of two 2N committees: one to study healthcare issues, and, specifically, alternative strategies for establishing some form of retiree health benefit, and one to work on the anomalies encountered during this agreement in Article XXIV, "Faculty Professional Duties."

Bargaining a new contract is a chance for the Union and the University to correct those areas that each feels needs to be corrected. The Union usually sends a survey out to its members to ascertain which issues are most important to our members. This way we can prioritize the issues so that a better contract for our members is possible. We need to remember that in negotiations, each side has to give up something to get something.

This next round of bargaining will be the first time that the academic staff members will have the opportunity to negotiate separately those issues that we deem critical to us. Those areas can be found in a Letter of Agreement dated August 19, 2002 (see page 177-78). The existing contract also called for the creation of a separate contract implementation officer and separate grievance coordinator for academic staff. The Academic Staff Steering Committee will need to be an

see **Bargaining**, back page

## Professional Announcements

**Veronica Bielat**, Librarian I in Information Services at Purdy Library, co-authored an article in collaboration with Dr. Navaz Bhavnagri, Associate Professor in the Teacher Education Division: "Faculty-librarian collaboration to teach research skills: Electronic symbiosis," *The Reference Librarian*, 43 (89/90).

**Stuart Itzkowitz**, University Counselor III, has been appointed to the State Board of Counseling and elected to its Disciplinary Subcommittee.

**Emil Lozanov**, Academic Services Officer III in Science Support Services, Arts and Sciences, from April to September, gave thirteen Science magics lecture-demonstrations for students in Gross Ile and Dexter, for campers in The New Detroit Science Center (TNDSC) and WSU., for KCP College Day and Upward Bound Programs at WSU, and presented five workshops at TNDSC.

**Cheryl Smith-White**, Extension Program Coordinator III in the Metropolitan Programs and Summer Sessions Division, was the recipient of the Outstanding Contributor Award by the ASPDC at their annual awards ceremony.

**Earnestine Young**, ASSC Member at Large, received a 20 year service award from the Division of Academic Affairs.

## Editors' 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. The submission deadline for the next issue is \*January 28, 2005\*. The editors reserve the right to edit submissions for content, space and clarity. 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/](http://mywebpages.comcast.net/aaup_aft/)

## CAMPUS MAIL:

## Bargaining, *continued*

integral part in helping the academic staff negotiators identify, define, and codify those issues important to us. Those areas of the contract that work will not need to be changed, but those areas that have proven to be a problem will need to be changed. As a member of the Executive Board, I am aware of issues that lead to grievances.

I have noticed apathy among our members. As a group, we do not know the contract, and because of that we allow the middle managers of departments to violate the contract with impunity. The contract is our shield against arbitrary actions by administrators. We need to know our rights and our obligations. Your input is critical! Please take your responsibilities seriously: Give us your input, Know your rights, and Be active!

— **Naida Simon, PhD**  
Vice President AAUP-AFT  
Coordinator of Special  
Projects, Provost's Office  
577-3157  
[n.simon@wayne.edu](mailto:n.simon@wayne.edu)



*Simon*