



Academic Staff Steering Committee

Winter 2006

From Your ASSC

We have had a busy and successful past few months! On October 20, Liza Lagman Sperl (Honors), Linda Seatts (Office for International Students and Scholars) and Geraldine Johnson (Academic College Enrichment Services) presented on Professional Achievement and Maintaining Your Professional Record. The presenters reminded academic staff to plan ahead in terms of professional development and they stressed the importance of not waiting until evaluations are looming to update one's professional record!

On December 5, three members of the Michigan Senate and one member of the Michigan House of Representatives came to WSU to discuss the future of higher education funding with a particular emphasis on Wayne State's appropriation. Very special thanks to Representative Steve Tobocman, Senator Ray Basham, Senator Martha Scott and Senator Irma Clark-Coleman for this informative program. Thanks also to Anne Cottongim for organizing this event and to the Office of Community and Governmental Affairs for their co-sponsorship.

Several people took advantage of the "Know Your Contract" program on January 19 with presenters Lothar Spang, Grievance Coordinator, Barbara Jones, Contract Implementation Officer, and Janis Thompson, WSU AAUP-AFT Executive Director. Annual reviews, salary

October: Professional achievement and maintaining your professional record



December: Legislative awareness at WSU



see **ASSC**, next page

evaluations, personnel files, bylaws, factors, compensatory and flex time policies and personal leaves were discussed. The presenters also answered many questions of importance to the attendees.

On February 16, Charles Parrish, WSU AAUP-AFT President and Anca Vlasopolos, Chief Negotiator and Faculty Grievance Coordinator, reviewed the upcoming issues anticipated in this year's contract negotiations. Several members of the WSU AAUP-AFT Executive Board were also on hand to add their perspective on Fair Share, post-retirement health care and the integration of more members from the WSU School of Medicine.

Thank you to everyone who attended these events and thank you again to all of our presenters for their hard work and their willingness to fit us into their busy schedules.

Our next two events are closely related in terms of applying for ESS and/or promotion. On March 16, a panel of speakers will discuss the mechanics of applying for ESS or promotion and share their experiences with the group. On April 13, participants are invited to bring in their professional records and application materials for a hands-on workshop led by successful ESS and Promotion applicants. Both events will be held in the Community Room of the Undergraduate Library.

Finally, please join us on May 4 for our open membership meeting which will be held in the Student Center Building, Hilberry A.

Be sure to watch your mailbox, pipeline and e-mail for reminders about our upcoming events!

Jennifer Bondy, Chair; Newsletter Designer and Co-Editor

Linda Seatts, Co-Chair

Anne Cottongim, Member-at-Large, Newsletter Co-Editor

Earnestine Young, Member-at-Large; Programming Chair

Liza Lagman Sperl, Secretary



February: Contract negotiation discussion



Academic staff Pipeline portal

Since November 2005, the WSU Academic Staff has a Pipeline presence via the 'Academic Staff' group and its thirteen sub-group (classification based, i.e.,: academic advisor, archivists, librarians, etc.) portals. Its contents are also available via the Pipeline 'Academic Staff' tab (C&IT is working right now on a fix for the 30 seconds portal 'kick-out' feature while accessing the 'Member' section).

Pipeline is an Extranet/Intranet for all WSU students, faculty and staff as it provides remote or on-site single sign-on authenticated access (via AccessID) to several electronic WSU services (e-mail, calendar, Blackboard, library licensed databases, groups, etc.). It also provides real-time awareness services for various WSU groups' resources and services through several advanced technology features ('Channels' and 'Announcements' – RSS (Rich Site Summary feeds), 'Chat' - IM (Instant Messaging), 'Message Board', etc.).

For more information on the 'Academic Staff' portal tools and policy please log-on to Pipeline and use the 'Academic Staff' tab to open/download the two Word files placed in the 'Academic Staff' folder (under the 'Files' tool).

The Academic Staff Professional Development Committee (ASPDC) will host a portal workshop on March 16 from noon - 3 pm in Manoogian Hall, room 328. If you would like to learn how to use Pipeline for Academic Staff communication, sharing of information and group/sub-group submission of files, news, announcements, or to start an awareness service for your office, department, or school, please register for this workshop via the 'Training Seminars Workshops Sign-up' channel (under Pipeline's 'Employee' tab).

At the end of this workshop you will be able to:

- customize the content and layout of your Pipeline
- create, edit and manage your 'Personal Announcements' and 'My calendar' events
- access the Library System licensed databases
- submit and subscribe to your preferred WSU and Internet RSS feeds (0.91)
- create and publish 'snippets' for students, faculty, employees, or all WSU
- create, edit, monitor, or register for WSU training, workshops, and seminars
- configure & manage your WSU webmail
- subscribe to or submit, create, configure, and communicate via Pipeline private or open groups/sub-groups.

If you have comments, questions or suggestions for the 'Academic Staff' Pipeline group please contact Lothar Spang (policy), ab1116@wayne.edu, 7-3367 or Michael Samson (technical), ad4092@wayne.edu or 7-6184.

Happy Pipelining to everyone!

Arbitration victory helps all AAUP-AFT members

The union has focused a lot of energy in recent months on protecting tenure for faculty in the School of Medicine (SOM), pursuing a prolonged and expensive arbitration case and even taking the Administration to court last fall for failing to abide by an arbitrator's decision.

Some might reasonably ask: "What's this got to do with academic staff?" As it turns out, the answer is: a lot—even though the immediate issue might suggest otherwise.

The specific dispute in the SOM had to do with the fact that the Administration had improperly given 25% fractional tenure appointments to PhD faculty members in the SOM when the contract language negotiated in 1992 was intended solely for clinicians. The particular issue here is pretty remote to academic staff, since Employment Security Status—not tenure—is the more common measure of job security for most of us. But there is a larger issue that is very relevant to academic staff: if the Administration can violate the collective bargaining agreement and then, when it loses the case in arbitration, refuse to comply with the supposedly "binding" decision of the neutral arbitrator, then the entire logic of due-process and grievance arbitration is undermined. If they can ignore the contract when it comes to SOM faculty, they can ignore our rights as well. "Who cares what some arbitrator says?"

That's why we took the case to court. Arbitrator June Miller-Weisberger had ruled last March in favor of the union and ordered the Administration to meet with the AAUP-AFT "to determine what is an appropriate remedy (or remedies) for this contract violation." When Administration decided not to abide by her ruling, the Union went before a judge and sought a court order to implement the arbitrator's decision. A hearing on the issue was scheduled before Judge Joyce Draganchuk for January 11, 2006.

see **Arbitration**, back page

Professional Announcements

Dawn Dolly, Community Education, served on a panel discussing, "Saving Future African-American Scholars: Admissions, Retention and Graduation" at the National Alliance of Black School Educators 33rd annual conference held in Detroit on November 18, 2005. Dolly also presented "Enhancing Literacy through Metacognitive Learning" to the Michigan Council of Teachers of English on October 8, 2005.

Moira Fracassa, Nursing, had a book review accepted for the National Academic Advising Association Journal. It is scheduled to be published in Spring 2006. The book reviewed was "Speaking Effectively: Achieving Excellence in Presentations" by John A. Kline.

Lisa Fuller, Medicine, gave a presentation to surgical faculty at a Grand Rounds Conference on "Systems-Based Mentoring of Surgical Residents: Building Partnerships For Knowledge Sharing."

Nancy Wilmes, University Libraries, had an article published in October 2005 with College of Nursing faculty member M.H. Oermann, titled "How Accurate are References In Nursing Journals?" The article was published in *Nurse Author & Editor*, volume 15(4) pages 1-4.

Laura Woodward, Academic Success Center, co-presented two workshops at the 12th National Conference on students in transition held in California November 6-8, 2005. She collaborated with two other academic staff members: **Rosalind Reaves**, Student Retention, regarding the retention of academically talented first year students from Detroit, and **Steve Schoeberlein**, Counselling Services, regarding a program that helps students with test anxiety titled "Managing Test Anxiety-Mindfulness Based Cognitive and Skills Building Intervention and Evaluation."

The Academic Staff Steering Committee newsletter is published twice per academic year to share news, information and the achievements of academic staff members. The editor reserves the right to edit submissions for content, space and clarity. Every effort is made to include all submitted material.

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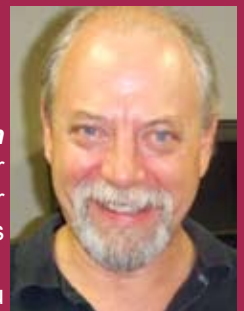
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Arbitration, *continued*

We were astonished when the Administration initially decided not to abide by the arbitrator's decision. This is a very unusual policy in collective bargaining, where the two sides agree to submit disputes over interpretation of the collective bargaining agreement to a mutually acceptable arbitrator for a binding decision favoring one side or the other. The courts are most reluctant to review such cases, and for obvious reasons: the losers would have no incentive to take an arbitrator's decision seriously if they could simply ignore it and force the matter into the courts. The courts, in turn, would be swamped with cases as the losing party sought a second hearing, rendering private arbitration meaningless.

We were confident we would win the case before judge Dranganchuk, but the delay in resolving the issue was dispiriting, and there were political dangers involved if the Administration appealed the case to the hyper-conservative Michigan Supreme Court. So we contacted state and metropolitan leaders of the AFL-CIO and they, in turn, expressed their opposition to the Administration's refusal to abide by the due-process ruling of the arbitrator. The strong expressions of concern by Metro AFL-CIO President Don Boggs and Michigan AFL-CIO President Mark Gaffney to the leadership of the University helped to convince the Administration to reconsider its earlier decision and to accept the arbitrator's ruling.

It is a welcome reversal of policy, since it not only promises a resolution of the particular dispute, but reaffirms that WSU is a place governed by due-process. And that's good for all of us.



— **Steve Babson**
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