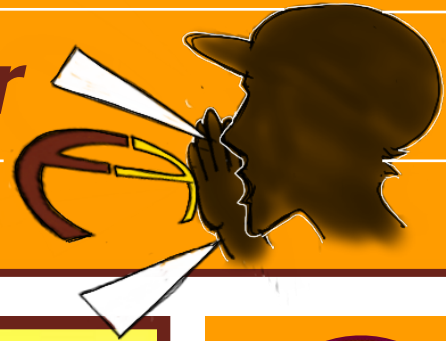
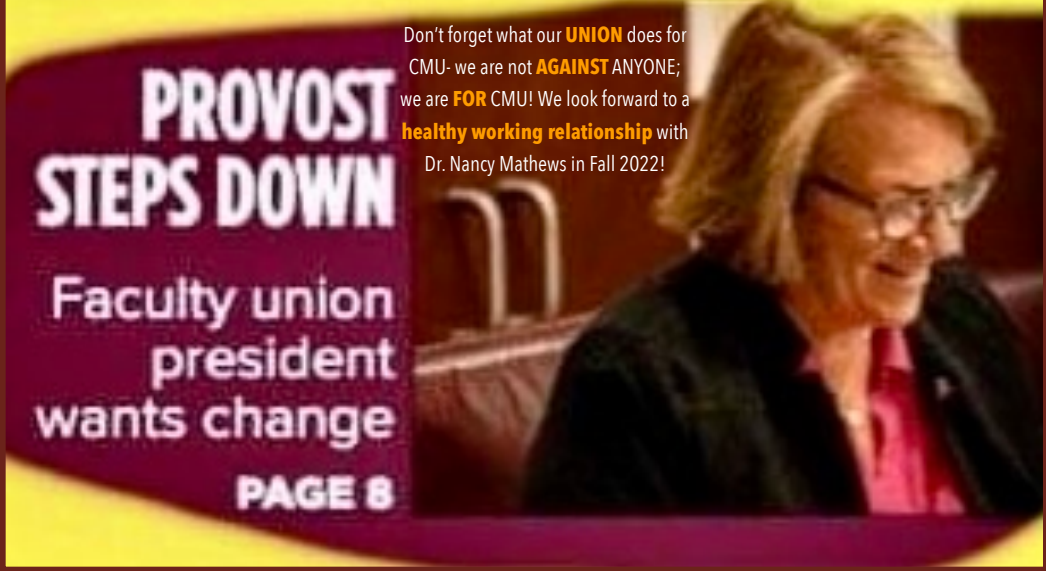


The CMU FA Courier

Your Union Brings News You Can Use!



Memory Cul-de-Sac: (CMLife, Sept 16, 2021).



Don't forget what our **UNION** does for CMU- we are not **AGAINST** ANYONE; we are **FOR** CMU! We look forward to a **healthy working relationship** with Dr. Nancy Mathews in Fall 2022!



CMU President's Award for Outstanding Research and Creative Activity

The President's Faculty Award is one of the highest awards our outstanding faculty can receive!

CONGRATULATIONS to this year's **WINNERS!**

UPCOMING EVENTS and ANNOUNCEMENTS

1

Teach in Your T-shirt Thursday!

April 21, 2022

This is the Thursday of the last Board of Trustees meetings of the academic year! This is also our LAST Teach in Your T-shirt Day of the semester. If you find your long sleeve FA shirt is too warm for the season, ANY FA t-shirt will do! Let's bring them out if we have them! This Thursday, let's show the Board how we end a semester here at CMU!

(We will be ordering *new* short sleeve FA t-shirts for the summer! Stay tuned!)

2

TOWN HALL, YOUR CALL!

Friday, April 22, 12-1:30 p.m.

Link: [Town Hall, Your Call!](#)
Our third and final Town Hall, Your Call! of the semester is coming up! Please plan to join us to share your thoughts, questions, and concerns from around campus before the summer gets here. We will use your ideas and questions to shape the union's work over the summer! Hope to see you there!

3

Deadline for Custom Questions on SOS/CES

April 23, 2022

We have been informed that any questions we would like to add to our SOS/CESs need to be added and uploaded no later than April 23, 2022, to the Watermark system (see [Course Evaluations & Surveys Guide](#)). You can access the instructions from CIS, for uploading custom questions for your student surveys [here](#). If you need further assistance getting your questions included in the upcoming distribution of the SOS/CES, contact cmusos@cmich.edu.



Will Anderson (BCA/CAM)



Thomas Gehrig (BIO/CSE)

Will and Thomas are two faculty members who continue to make CMU look so good for creative and outstanding research. Both these active researchers engage with scholarship that is extraordinary and contributive to our students, our campus and our larger world! Thank you both for sharing your amazing talents with us!

RPT Workshop Highlights

We had a fabulous turn out for this year's CMUFA Spring RPT Workshop! Thank you to all of those folx who showed up with their questions, suggestions, and experiences! You all helped this workshop be productive and helpful for so many others. We wanted to share some of the helpful highlights of this workshop, as we are all always working toward another career milestone on this trajectory! Just some bits we shared:

- 🔄 **Vitae:** errors auto-generated in the vita created by Watermark can be avoided by uploading our own vitae as an "additional document."
- 🔄 **Formatting:** auto-formatting issues randomly with intended changes/edits to narrative - recommendations are to be aware of this program glitch and proofread carefully.
- 🔄 **Early Tenure:** there was discussion over the differences between using "extraordinary/exceptional" and "exceeds expectations" in our tenure narratives. There are differences between these two superlatives: it is always best to ask your mentor or someone in your department for the best way to compose the rationale for your early tenure application.
- 🔄 **Rebutting a Dean's Decision:** The dean makes his/her/their recommendation and uploads it to Watermark. If the member wants to respond, the member will need to upload a rebuttal within one week, and may request a meeting with the dean. The dean is then supposed to "affirm, modify, or reverse the previous recommendation" in the Watermark system. If the Dean changes his/her/their recommendation as a result of the meeting and if the member feels the need for further rebuttal, the member can submit a revised rebuttal of the dean's revised recommendation at that time.

Please feel free to contact the grievance committee at any time with questions about the RTP process. Be sure to contact us as soon as you become aware that you have received/are going to receive a negative recommendation.

See full [Article 14 "Reappointment, Promotion, and Tenure"](#) here!



Navigating the Watermark Rapids!

The way to access Watermark is as follows:

- Log into Central
- Under **My Account / Academics**, click on **Digital Measures by Watermark (Workflow and OFIS)**
- Click on **Faculty Success**
- Then click on tab at top that says **Workflow**
- Under **History**, you should find your name, and clicking on that line allows you into the system
- There are **4 categories** where you can upload materials: **Teaching, Scholarly and Creative Activity, Service, and Additional Material**; the latter is where you can upload things like your narrative, a CV in the format you prefer, or anything else that you want to include in your application. If you are worried about possible changes to the formatting, we would recommend creating PDFs of your materials, and uploading those files.
- Files must be zipped in order to be uploaded, unless you have formatted your documents as PDFs.

If you have trouble with Watermark, please contact Amanda Scherr, Assistant Director Academic Planning & Analysis, she is the person to contact for help with Watermark; her contact info is 989-774-1007 or mcdon5am@cmich.edu.

If you have questions or concerns for your union, contact US! (gooninproud@gmail.com or garri2ae@cmich.edu for your President!)

The CMU Faculty Association Scholarship

Looking for a way to help students achieve their academic dreams? Look no further than the [CMU Faculty Association Scholarship](#)! Since the beginning of this scholarship, our faculty have donated over \$160,000 for our students, securing a total of **FIVE** scholarships/year awarded to our students in need. If we all add \$5 a paycheck, \$6, or \$7, we might be able to add another scholarship for a total of **SIX** next year!

If you're interested in donating once or opting into regular donations deducted from your pay (this is what I have done!), signing up is easy!

Follow the application process at [CMU Faculty Association Scholarship](#) through CMU's Annual University Campaign Giving Form.

Search for "Faculty Association Scholarship" in Step 3, the "Funds" application.

If you have any questions about the scholarship or would like more information, please contact grett1se@cmich.edu.

Thank you for caring for and supporting our students in most all of what you do, friends! Your generosity is felt in the lives of young people forever!

Know Your Contract!

Article 16

Notification and Representation Rights

(pp 41-42)

(Link: [Article 16 Contract Language](#))

As part of the commitment to ongoing collegial relations with CMU, the CMU FA and the university agreed to follow the guidelines of this Article, which makes clear the disciplinary process faculty can expect, in the event that an investigation is initiated by CMU.*

First Step: Faculty Personnel Services (FPS) receives a complaint or other information that initiates a **preliminary inquiry**. During this step, if information is needed from the **faculty member**, FPS might request an interview with the faculty member. At that time, **members** can decide if they want **union** representatives to accompany them to any meetings with FPS/CMU.

Second Step: If an investigation is determined to be necessary, FPS contacts the **member** and the **union**. If the **member** decides they **do not** want **union** representation, the **member** goes forward from here, on their own. If the **member** elects **union representation** we will work with them throughout the investigation. *We recommend this option.*

Third Step: *We are guaranteed due process.* CMU/FPS discloses to the member the procedures FPS will engage during the investigation. If the investigation moves forward with **union representation**, FPS contacts the **union** along with the **member** of any plans for meetings, additional questions or otherwise.

Fourth Step: FPS has **THREE MONTHS** to complete its investigation of the **faculty member** (the clock starts from the date of first contact notifying member of the investigation), though extensions are possible.

Fifth Step: FPS completes its investigation, the **member** and the **union** are notified before any action is taken by FPS/CMU.

Sixth Step: FPS will offer a meeting to discuss the findings of the investigation or inquiry. FPS/CMU will reveal their findings and action going forward. The **member** has the opportunity to argue their case.

Seventh Step: CMU/FPS will communicate intended action to be taken. **Member** and **union** have two weeks to respond to the proposed action.

At the conclusion of these steps, CMU/FPS will provide the **member** and the **union** with the decision and action to be taken, in writing.

-Questions about Article 16 or the contract in general? Contact any one of our Grievance Co-Chairs: Phil Squattrito (squat1pj@cmich.edu), Anne Alton (alton1ah@cmich.edu), and/or Rob Noggle (nogg1r@cmich.edu)!

*Opting out of union representation? Please consult with the [CMUFA 2019-2024 CBA!](#)



Representative Positions- Serving the Union

There are so many ways to serve our union, and the Faculty Association is always looking for enthusiastic union folk who want to be more active in the union, and just might not know how to do so.

Department Representatives are the touchstones of the union for the membership. As the name indicates, these folk represent your department to the College Rep and often to the Board. The Department Rep is chosen by the union people in each department.

College Representatives are the Board representatives for each of the colleges on campus. Department reps can contact their College Reps for information from the Board and/or to share information/pass on questions from the membership in their departments. There are currently College Representatives for all of the colleges EXCEPT the College of Business Administration! If you are interested in serving as the College Rep for the CBA, let me know at gooninproud@gmail.com. To find who serves as the Rep for your college, find the current list [here!](#)

These are only a few of the REPRESENTATIVE POSITIONS that our members have the opportunity to explore as part of their service to our campus community. See the [CMU FA Constitution and Bylaws](#) for more on the different positions in FA leadership and the responsibilities of each position. Let us know if you have any questions!

On Tap for April: Dates to Remember!

April 12-14: UAW Local #6888 begins to bargain! Wear your **BLUE** on Tuesday!

April 15: FA Hosts a special listening session through the Office of Institutional Diversity, Equity and Inclusion (see page 1 for RSVP and WebEx link!)

April 19: The MEA's Sec/Treasurer Brett Smith will host the webinar "What Do I Get for My Dues Dollars?" at 6 p.m. Click on this [RSVP Link](#) to receive more information!

April 20-21: The last meeting of the **BOARD of TRUSTEES** for regular academic year 21-22. We are working on reinstating the livestream and will update as we find out more. Here is the [link to the BoT page where the livestream will be posted.](#)

April 21: The **LAST Teach in Ya T-shirt Thursday** for the BoT meetings! ONE MORE TIME, my friends! Let's paint this campus **MAROON!** (Or your office chair at home, or the grocery store, or walking the pup(s)!

April 23: This is the **LAST DAY** for the customizing of questions for the SOS/ CES- check your email for the link Watermark.

May 4: Deadline for submitting proposals to be considered for remaining FRCE funds! Click here to find out more about the [submissions process!](#)