

The CMU FA Courier

SUMMER

Your Union Brings ^ News You Can Use!



Courtesy of our own Rob Noggle and his special paradise. If you have any pictures you've snapped that capture your particular definition of summer, send it our way!

INTRODUCING:

The SUMMER COURIER!

Even during these short months of a routine change that many of us know as a summer "break," (/not break), it is good to stay connected! The FA will continue to serve up *The Courier* to us as a way to stay connected, but not *too* tightly, while we move through the summer months. Issues for summer will be packed full of information you might find helpful, especially when many of us are not spending the same kind of time on campus.

Look for new issues to drop by middle of June, July, and August!

Update on Status of the MoA

Expiration: August 15, 2022

The negotiated Agreement between CMU and the FA concerning the reasonable accommodation for non-ADA, Covid related health concerns is due to expire in the middle of August, but our union has already begun to prepare for a return to the table. At this time, the Agreement is in place; do not hesitate to complete a request ([here](#)) if you feel at all at risk of exposure to Covid 19 as a result of your summer work. The process is still the same, which you can find outlined in the Agreement ([here](#)). If you have any questions about the application process, the Agreement itself, or anything else regarding requesting reasonable accommodations, let us know! We have requested a meeting with CMU to discuss the future of the protection into the next academic year, and will keep you posted as we move forward!

Summer Surveys

First Survey: June 14-June 21

Our union continues to be interested in your experiences, perspectives, and plans for classroom time whether you're on campus this summer or thinking about fall. We have distributed our first of at least two summer surveys to be completed by Tuesday, June 21. If you have not completed the survey, please consider sharing your thoughts with our union leadership ([Summer Survey #1](#)). We are asking for your thoughts on the changes in masking policy, accommodations, and the potential extension of the MoA. Participation is voluntary, but we will use the information in our talks with the university to best represent our overall concerns as a union body. If you have any questions or otherwise, please feel free to email Amanda at gooninproud@gmail.com, and thank you, in advance, for your help!

On the Search for the VP!

Charge of the Vice President

Section 2, pp. 6-7

Have you ever wanted to sit in on meetings with the president and the provost? Have you ever wanted to know what really goes on in an "Article 7" meeting between Faculty Personnel Services and the FA? Have you ever wanted to help your union out at a whole other level?

Part of the perks-package that comes with the position, you will enjoy a close working relationship with the president, responsibilities that ensure the continued success of our FA, one course release per academic year, and a close proximity to all the exciting union action that takes place beyond what the average FA member sees or experiences!

If you're interested in more information, email me at gooninproud@gmail.com. (Please note: contact does not obligate anyone to service. We need service by consent always!)

Know Your Contract!

Article 6

Conferences for Assistance to Unit Members (pgs 5-8)

([Link Article 6 Contract Language](#))

This is an article with a few moving pieces, whose provisions depend on the status of the faculty member. For this KNOW YOUR CONTRACT, we'll explain the different threads of Article 6, a provision in the contract intended to protect and support faculty as we move through the steps to secure tenure, and further, to our careers at CMU.

Conferences for Non-Tenured Faculty (annually)

Reappointment: Before a **faculty** member on the tenure track secures tenure, there will be scheduled meetings each year with the **Dean** (or **Associate Dean**) of your college and the **chair of your department** to discuss your progress as you work toward tenure. According to the Collective Bargaining Agreement, "The **Dean**, in scheduling the meeting, shall take into account those times of the year that are most busy for bargaining unit members and attempt to schedule around those times" (5-6).

Scheduling the Article 6 Meeting: The **Dean** is expected to provide two weeks lead time to schedule the meeting. In the event that the proposed time does not work for the member, it is the responsibility of the **faculty** member to suggest a time for rescheduling. The contract indicates that "[a]t least three days prior to the meeting, the bargaining unit member shall provide to the **Dean** and **department chairperson** a current curriculum vitae," which helps lay the ground work for the discussion at the meeting between the **faculty** member, the **department chairperson**, and the **Dean**.

The Meeting: A discussion takes place focused on the member's work in teaching, scholarship, and service, and the extent to which satisfactory progress toward tenure is being made (in terms of meeting the standards set forth in the department bylaws). The **Dean/Associate Dean** and the **chairperson** may offer comments. The member has the opportunity to raise any concerns that may exist.

The Response of the Dean: The **Dean** has five weeks after the meeting to provide the **faculty** member with a written summary of the meeting, including "the extent to which [in the **Dean's** opinion] the bargaining unit member is meeting the criteria and standards" as well as any specific questions asked by the member and the answers. If the **faculty** member does not agree with the opinion of the **Dean** or feels that anything was inaccurately captured in the letter, the **faculty** member has four weeks to submit a rationale for the **Dean** to reconsider their statement. *The **Dean** has no obligation to change their statement, but the bargaining unit member's rebuttal becomes a permanent part of the record. (cont on p3)..*



The Percolator



Often there are many different issues happening across campus. Introducing "The Percolator", a section of the summer *Courier* intended to provide a space for members to share their concerns and thoughts with other members of the **Faculty Association**. We invite you to submit your commentary to gooninproud@gmail.com (Amanda's email) if you have ideas to start a conversation with other faculty in our union. (These submissions do not necessarily reflect the views of the Faculty Association Board of Directors, but express the questions, concerns and reflections of our membership.)

Our first submission is a collaboration between several of our members who ask us to consider a different way of distributing resources on campus. Below are some of the central points of the letter, but you can find the letter in its entirety [here](#).

Save CMU Via Transformation of Senior Officer Class, Not Via Faculty and Program Elimination

"In his 2011 book, *The Fall of the Faculty: The Rise of the All-Administrative University and Why It Matters*, Benjamin Ginsberg documented a remarkable, decades-long growth in senior officer positions (e.g., Vice Presidents, Deans, Associate Deans, Assistant Deans) at universities, colleges and other institutions committed to higher education. He also found that, across those same decades, the full-time student to faculty ratio remained essentially unchanged. Under these conditions, where there are fiscal constraints, colleges and universities are increasingly burdened by a class of high-level administrators while the core mission of institutions are threatened by regular cutbacks, elimination of faculty, and deletion of academic programs."

"According to CM-Life, we spent more than \$2,000,000 in executive searches between 2015 and 2020 (Pendersen, 2020 Oct 1.). This direct cost does not include losses to faculty productivity as we serve on numerous search committees and navigate the policy zigzagging that inevitably occurs with changes in administrative leadership."

"With this new round of budget cuts, we are concerned that the administration will once again propose the elimination of more faculty (either through laying off even more vulnerable fixed-term faculty or continuing to leave open replacing recently vacated tenure track faculty lines) and academic programs while continuing to replace and even add upper-level, highly paid administrators. This imbalance threatens our ability to accomplish our mission as a university and ultimately harms students."

"To avoid continuing this imbalance and the damage it is doing to our primary public mission, CMU should consider a radical idea: reducing the number of senior officers rather than eliminating faculty and programs."

(Questions for the authors? Email me at gooninproud@gmail.com)

Know Your Contract! (cont from p2)

Article 6- Conferences for Assistance to Bargaining Unit Members

Conferences for Tenured Faculty (every five years)

The initial process is about the same as the initiation of the **Article 6** with non-tenured faculty (see the "Scheduling the **Article 6** Meeting" on page 2). The difference in this part of the process is intention. While both processes are intended to make sure **faculty** are "on track" to meet their reappointment, promotion, and tenure marks "on time," or applying for Professor Salary Adjustment (PSA), this part of **Article 6** is intended to help ensure the success of faculty in securing promotions post-tenure (and for CMU to keep track of **faculty** who are not applying for promotions on a regular basis).

The Clock: The five-year clock begins for the **faculty** member when tenure, promotion or Professor Salary Adjustment is secured. If the member secures promotion or PSA during the five years between their last **Article 6** meeting and the end of the five years, the **Dean** and **faculty member** may agree to use the securing of promotion or PSA to start the clock over. Thus, in general the formal **Article 6** Conference would not take place more often than every five years, though CMU reserves the right to meet with and assess the performance of **faculty** at any time (see p. 8).

Preparing for the Article 6: At the request of the **Dean**, the **faculty** member will provide the **Dean** with a CV or a written summary of the **faculty's** work in the areas of scholarship, service, and teaching ("evidence of teaching effectiveness"). If the member has an active performance deficiency citation (see below), it may be appropriate for the member to provide evidence of specific progress in remedying the deficiency.

The Meeting: The **Dean** and the **chairperson** will review the performance of the bargaining unit member in the three areas, and the **Dean** may "discuss any serious performance deficiencies which are perceived [by him/her] to exist." If the **faculty member** is planning to apply for promotion or PSA the discussion will also include a review of the department's standards and expectations for securing promotion or PSA and an evaluation of the extent of the **faculty** member's progress toward promotion/PSA. In practice, **Deans** are typically unwilling to give formal or explicit judgements that RTP standards have been met, in part because the materials presented by the member are significantly more abbreviated than those in a typical RTP application.

Following the Article 6: The **Dean** has **EIGHT** calendar weeks to provide the faculty member with a comprehensive review of the discussion of the **Article 6** meeting, including any performance deficiencies. The faculty has **FOUR** calendar weeks to submit a request for reconsideration from the **Dean**, if desired. As with untenured faculty, the **Dean** is not obligated to change the statement, but the rebuttal does become part of the file.

Note: The FA recommends that bargaining unit members who receive citations for serious performance deficiencies consult with the **Grievance Committee** for advice.

-Questions about Article 6 or the contract in general? Contact any one of our Grievance Co-Chairs: Phil Squatrito (squat1pj@cmich.edu), Anne Alton (alton1ah@cmich.edu), and/or Rob Noggle (noggl1r@cmich.edu)!

MEA Recommends Anthony Feig for District 92



On June 9, MEA members had the opportunity to participate in the MEA's Screening and Recommendation process, where candidates for the Michigan House, District 92, appeared and submitted to an interview process composed of 29 questions, asking candidates to respond to a variety of issues, including guns in schools, infrastructural funding and repair,

teacher certification, the use of vouchers for private and parochial schools, and overall political position in relation to K-12 and Higher Ed education.

There are a total of five candidates running for the House seat in this district:

- Anthony Feig
- Jerry Neyer
- Gene Haymaker
- Erin Zimmer
- Todd Shorle

Each of the candidates was invited by MEA to appear in front of the membership panel, but only Feig and Neyer accepted the invitation to appear. The other candidates informed our MEA representative that they did not have time to come and speak with us. (Take that for what it's worth!)

Anthony Feig was the first to be interviewed, and answered each question with enthusiasm and careful deliberation. He was prepared for our questions and impressed upon the panel his positions on the issues indicated above. Feig indicated he was opposed to "hardening schools," and did not support public dollars being used for private or parochial education. You can view his positions on important issues [here](#). Feig is endorsed by a number of progressive, youth, and educational organizations.

Jerry Neyer, a local dairy farmer and life-long resident, presented a different position on many of the issues, including reasons for not supporting public dollars being used for private education, and guns in schools. Neyer indicated his opposition to public dollars for private/parochial education was based on religious grounds, and that he would not listen to lobbyists in Lansing, but would confer, instead with "people he talks to." You can view his positions on important issues [here](#). Neyer is endorsed by Michigan Right to Life and the Michigan chapter of the Farm Bureau.

These opportunities, presented to us by MEA, are fantastic ways to get involved and to be on the up-and-up about the political winds blowing across the clear-cut pastures of the Saginaw Valley, the state of Michigan, and the nation overall. We will be inviting any interested members to participate when these opportunities are offered!

Keep a lookout for the JULY issue of *The Courier* coming your way, mid-July! Your FA wants to keep you connected whether you're working from your office this summer or putting your feet up on the lakeshore! We're here for YOU! Happy Summer!