

CMU FA Courier



Your Union Brings News You Can Use!



We are the weavers of dreams, and this is where they flourish~ welcome back, Professors!

Searching for the VP!

Charge of the Vice President
Section 2, pp. 6-7

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.

UPCOMING EVENTS and ANNOUNCEMENTS

1

RPT Deadlines

2019-2024 CMU FA CBA
(Article 14, Section 33, pg 35)

The Calendar for reappointment, tenure, and promotion has been negotiated between the Faculty Association and CMU and can be found via the link above. Many folks have been slightly confused by the dates proposed for submission of materials to the Watermark system *outside* of the agreed dates detailed in the contract. All applications must be submitted by the dates indicated in the calendar on page 35 of the *Collective Bargaining Agreement*. If you are being asked to submit your materials *before* the dates indicated in the contract's calendar, please let us know immediately!

2

LET THEM VOTE!

November 8, 2022
(Get election info [here](#).)

Pursuant to the Academic Senate Resolution from 09/11/2018, faculty are encouraged to build some kind of allowance into their syllabi/plans for **Tuesday, November 8**, this year. Many of our students might not know it is an election year, and with so much at stake for the health, safety, and long term success of young people in Michigan, it is imperative that we, as their professors, encourage them to participate in one of the only exercises of democracy we have: ELECTIONS! Please consider not scheduling tests or other mandatory functions that day so students can vote. Check your syllabi and lesson plans to make sure you are aligned with the resolution.

3

The MoA and the CDC

(Find the Extended MoA [here](#))

The Faculty Association successfully negotiated an extension of the 2022 Memorandum of Agreement with CMU on August 5, 2022. We secured an extension for the MoA to end on **December 31, 2022**, with every intention of pushing for an extension to May in the coming months. The streamlining of pandemic guidelines by the CDC on August 11 (see summary of changes [here](#)), relaxes much of the obligation institutions have to provide mechanisms for health and safety for their employees. We encourage you to submit a request through the process laid out in the MoA if you are concerned with your health and safety or the health and safety of family members. We will continue to discuss the protection for concerned faculty to the full extent of our power, and will provide whatever guidance you need to complete the MoA request and through the appeal process if denied by your Dean.

Know Your Contract!



Article 37

Tuition Benefits (pg 86)

(Link [Article 37 Contract Language](#))

This is a smaller article than the previous "Know Your Contract!", but one that might be of some use in these months when many of us have children (-students) heading to classrooms across the CMU campus!

One of the benefits for faculty and staff employed with CMU is the tuition waiver. CMU agrees to cover 24 credit hours per benefit year, for eligible full-time faculty and their eligible dependents. As per the contract, the benefit is administered according to CMU's [Tuition Benefit Plan](#) (See the details of the process of application [here](#).)

Faculty Tuition Waiver (when **we** want to take/audit classes):

- Faculty must be admitted through the Admissions Office or the College of Graduate Studies.
- Full time faculty are eligible for **24 credits** per benefit year (July 1 through June 30,; Fall, Spring, and Summer semesters).
- Eligible faculty can also audit a course without incurring tuition costs.
- Fees and course materials are **not** covered in the waiver.
- Credit hours are charged at the rate of in-state, on-campus tuition.
- Part time faculty (at least half time) are eligible for the waiver at the rate consistent with the terms of their employment.

Spouses, Dependent Children, and Other Eligible Individuals (when **we** want the benefit for others):

- Spouses, Children, and Other Eligible Individuals (See **Article 35**) must be qualified as Dependents (see [Tuition Benefits Policy](#)) in order to receive tuition waiver. Usually children over the age of 26 (considered past "dependent status") are **not** eligible for tuition benefit.
- Faculty must be employed full time in order for eligible dependents to receive the full 24 credit hour waiver.
- Repeating a course or any extracurricular activities requiring fees/dues are **not** eligible for the tuition benefit waiver.
- Eligible dependents must have been accepted to the university through the Admissions Office or the College of Graduate Studies.
- The distribution of credit hours over the academic year is **not** limited to 12/semester. For example, if an eligible dependent has more than 12 credits in one semester, the remaining benefit will be less than 12 credit hours in the rest of the benefit year.

As this article is connected to the [Tuition Benefits Plan](#), CMU reserves the right to make modifications that could affect the tuition benefits as described in the policy. We recommend that, if you or a dependent will be taking advantage of this benefit, you read the policy and the FA contract carefully. As always, contact us with any questions or concerns that cannot be resolved through the Benefits Office.

If you are unsure about the qualification of someone in your household or who would be considered an "Other Eligible Individual," CMU provides several resources to help distinguish the qualifications for benefits.

- [CMU OEI Designation Form](#)
- [Benefits Eligibility Criteria](#)
- [Dependents Eligibility Criteria \(Grid\)](#)

AUGUST 2022



The Percolator



Often there are many different issues happening across campus. Introducing "The Percolator", a new section of the 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.) Anonymity is guaranteed for anyone that feels more comfortable sharing without being named. A strong union is strengthened when its members share their ideas and experiences. What better way to feel connected than knowing none of us are alone at CMU with concerns, questions or thoughts about what faces us here at CMU? Send us your thoughts and ideas!

Current Faculty Association College Representatives

We are so fortunate to have so many amazing faculty who are willing to serve as touchstones for each of us to get in touch with the union, pass ideas/questions/concerns to the union, and who will bring us important information about CMU, MEA, and the CMUFA. When you see your rep around, thank them for their service to making our union even more accessible in our everyday work lives!

College of Health Professions: Marcia Mackey (PE&S), macke1mj@cmich.edu

College of Arts & Media: Jiafei Yin (JOUR), yin1j@cmich.edu

College of Science & Engineering: Stephen Juris (BIO), juris1sj@cmich.edu ; Patrick Kinnicut (CS), kinni1p@cmich.edu

College of Education & Human Services: Kristina Rouech (T&SE), rouec1k@cmich.edu

College of Liberal Arts & Social Sciences: Desmond Harding (ENG), hardi1d@cmich.edu; Neil Christensen (PSY), chris1nd@cmich.edu

College of Business Administration: Scott Kowalewski (BIS), kowal2s@cmich.edu

Just a Word

As we return to the classrooms, optionally masked, and welcome our beloved students back to their time with us, let us also remember, in these months to come, that **WE**, the faculty of **CMU**, are the weavers of dreams for young people. We are dangerous, in the sense that we possess the knowledge and talents to shape curiosities, to encourage questions, and to foster imaginations that flourish into dreams come-true. Many young ones "don't know what they want to do," but find the path for their eager feet with the help of our own questions, suggestions, theories, and the vulnerabilities of sharing bits and pieces of our own dreams. We make the hope they bring to us, blinding. **WE**, the faculty of **CMU**, are an integral part of shaping the world's future through the love and passion we show our students...we are the shapers of what is to come. Never forget how **ESSENTIAL** you are, my friends. **WELCOME BACK!**