

# COUNCIL COMMUNICATOR

A Publication from the Council of AAUP-AFT Local 6075



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## Know Your Council Rep



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### About Me

I'm a 6th generation teacher. I love working with Wayne State's very diverse students; many first generation in college, and many whose heritage spans the globe. When I'm not working, you'll find me singing, restoring my 1911 Detroit home, hiking in the woods, or gardening.

### What I Do at WSU

I'm a member of the clinical and developmental areas in the Department of Psychology. Emotional development, particularly for children and teens who face environmental

challenges, are the prime concern of my research. As a union activist, I'm Vice President and Faculty Grievance Officer of our AAUP-AFT Local 6075 Union.

### Why I'm a Council Rep

I became a Council Rep because I saw faculty and academic staff being treated less and less as professionals over time. One administrator told me we were "units of human capital tasked with producing employable outputs." This sounded like something less than a university. Where was being respected and valued as individual human beings, serving the citizens of our state and our scholarly disciplines, through teaching our students and research? Our Union, however, had a very different view: by working together, we could serve our students and continue to develop our university, our students, and the society we serve. The Council was a great place to raise common difficulties, and work together to figure out solutions to the challenges that we face. Through the Council, I also met wonderful, energetic people who shared a

common view of the university, generating excitement and hope about improving our university, together.

### How I Can Help You

As the Faculty Grievance Coordinator for our Union, I am part of a team who can help individuals who find themselves in difficult, unfair situations or who have problems that seem to arise from how they are being treated by their administrators. Although the Union is limited to what we can remedy by what is in our contract with university administration, we want to know where difficulties surface repeatedly.

### How You Can Contact Me

My cell number is the best place to call and leave messages:  
313-570-8624.

My office number is 313-577-2856.

My campus email is r.casey@wayne.edu. However, if you prefer to avoid using the WSU email system, which is not truly private, my alternate email is casey.rita@gmail.com.

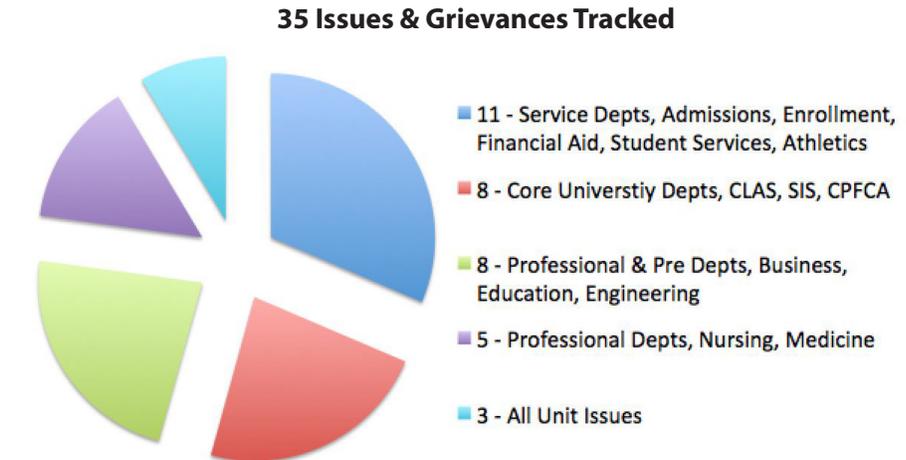
## Calendar & Announcements

January 16, 12:00 pm	Council Meeting (Maccabees, Room 3104.7)
January 22, 1:00 pm	Social Justice Committee Meeting
January 25, 12:00 pm	ASSC ESS & Promotion Workshop (UGL)
January 31, 11:30 am	AAUP Economic Justice Town Hall (Student Center, Hilberry D)
February 16, 10:30 am	Joint Executive Board-Council Meeting
February 20, 12:00 pm	Council Meeting (Maccabees, Room 3104.7)
February 22, 12:00 pm	ASSC What's up with HR? Workshop (UGL)
March 12-17	No classes, spring break

# Issues and Grievances

In this issue of the *Council Communicator*, grievances are featured more collectively, gathering together the count of grievances by the type of unit within the university. Along with that is the issue of problems that have emerged repeatedly, across Schools/Colleges, Departments, disciplines, and other units within the university.

Among the problems that have arisen in several places are changes in teaching load. According to the contract between the Union and the administration, teaching load is to be negotiated with the Union's participation. Yet in several places, teaching loads have been increased, sometimes by Chairs, other times by a Department's vote; but in all cases, with no involvement of the Union. To be clear about this, teaching loads are not chiseled in granite never to be changed during the life of a contract. However, it is important that the Union be involved, to be certain that the membership is included in decision-making about teaching loads, such that teaching is fairly distributed across the faculty. In particular, this should include



teaching loads of lecturers who lack the protections that tenure-line faculty have.

Another problem is that over half of the identified problems involve members who are among the older persons at the university. Overall, the university is young to middle aged, many years from retirement. That's typical, as colleges serve young adults, and hire a lot of recent college graduates when there are job openings. Yet complaints about members targeted for detenuing at the School of Medicine, for example, often referred

to them as no longer having external grant funding. The contract recognizes, however, that members' work changes across the years, with differential emphasis on teaching and research as they get older. The reality is that federal funding, the major source of grant funding from the university, has dropped for the past few years, and is projected to drop even more sharply under the current U.S. Congress. It is no longer realistic that faculty should be able to generate funds for the university from federal grants throughout the entirety of their career.

## Know Your Contract: School and College Reviews

Article XVII of the collective bargaining agreement (CBA) provides the process for dean selection and dictates that terms of appointment shall not exceed 5 years (with, of course, possibility of renewals). It also provides for reviews of each School or College (S/C).

The S/C review is set in motion by the establishment of a review committee one year prior to the expiration of the decanal contract term. That committee is usually referred to as a 2N + 1 committee, where N is a number (usually between 3 and 5) agreed upon by faculty and administrators.

The S/C faculty and academic staff elect N members, the President or his designee (usually the Provost) appoints N administrators, and the S/C student governing body selects one student. In Medicine, the President has the option of including up to N-1 members of the affiliated clinical practice groups and appointing an additional administrator if N-1 clinicians are added. The President appoints the chair from among the selected members. Another dean is typically appointed as one of the N administrators and as chair.

The committee receives its specific

charge from the President (or designee) establishing the procedures for the S/C review. Upon completing its review of the S/C (which necessarily considers the dean's leadership during the decanal term under review), the committee provides a report to the President evaluating the progress of the S/C since its last review. Although not explicitly stated in Article XVII, that report should provide the administration an assessment of the strengths and weaknesses of the S/C and the dean's ability to continue to move the S/C forward towards its strategic goals.

The *Council Communicator* is published by the Council of AAUP-AFT Local 6075.

Visit [LinkPl.us/Local6075CouncilReps](http://LinkPl.us/Local6075CouncilReps) for current Council members. Contact Council Chair Kristen Chinery at [kristen.chinery@wayne.edu](mailto:kristen.chinery@wayne.edu) for questions, comments, or information about serving on the Union Council.

Visit [www.AAUPAFT.org](http://www.AAUPAFT.org) for more information about your Union.

**Members standing together for equity, justice, and shared governance  
in support of the university and the students we serve.**