

# COUNCIL COMMUNICATOR

A Publication from the Council of AAUP-AFT Local 6075



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

**March 2018 – Volume 1 Issue No. 4**

## Know Your Council Rep



**Cynthia Merritt,**  
Academic Advisor II, CLAS

### About Me

I have worked in higher education since 1996 and have enjoyed, shared, and learned so much. I consider this work to be passionate, mission-worthy, and advocacy for changing lives. As a former college athlete, I maintain a liking for running, biking, spinning, and DANCING! I also am one of a set of triplets!

### What I Do at WSU

With over 20 years of advising experience,

I have served students at three post-secondary institutions. I am the professional academic advisor for the Departments of African American Studies and Urban Studies. I am laser-focused on graduating students by fostering a sense of belonging and colorful success in their lives.

### Why I'm a Council Rep

With today's climate of injustice, inequity, and a lack of sensitivity for human and civil rights, I believe it is important to be an advocate and stand up for those who have been quieted by the weight of injustice in this society. Dr. Martin Luther King stated, "injustice anywhere is a threat to justice everywhere..." It is important to me to acknowledge the collective body, to think of our brothers and sisters who have been victimized by certain policies and laws that are unjust, and who feel their voice doesn't matter. The places and spaces we work are ingrained into our everyday lives, and if this place is one that is not motivating, with no

moral compass, then our spirits can become drained and heavy. My reason for joining the Council is to do something, be something, and be an advocate for the collective body.

### How I Can Help You

If you encounter any students who are reconsidering or doubting the choice to come to college, or thinking college is not a place they belong, I am here for a purpose - to support and encourage them in the journey. Also, I would like to be a vehicle of information sharing for any new or current staff and faculty. I consider it my responsibility to be a liaison for any matters and/or concerns that arise in the departments related to employment, health, and safety issues.

### How You Can Contact Me

I have two office numbers, but I am one person. I can be reached at either 577.0653 or 577.9565. Email is the best way: [cmerritt@wayne.edu](mailto:cmerritt@wayne.edu)

## Calendar & Announcements

March 27, 3:30 pm	Gender Equity Subcommittee Meetings (Locations TBD)
March 29, 12:00 pm	ASSC Acronyms: What do they all mean? Workshop (UGL)
March 30, 10:30 am	Executive Board Meeting (AAUP-AFT Office)
March 30, 12:30 pm	Lecturer Meeting (Hilberry C, Student Center)
April 2, 11:00 am	Communications Committee Meeting (PK Simons Room)
April 11, 12:00 pm	General Membership Meeting (Community Room UGL, 3rd fl)
April 16, 1:00 pm	Social Justice Committee Meeting (289 Student Center)
April 17, 12:00 pm	Council Meeting (Maccabees, Room 3104.7)
April 20, 10:30 am	Executive Board Meeting (AAUP-AFT Office)
April 24, 3:30 pm	Gender Equity Working Group Meeting (AAUP-AFT Office)
April 26, 12:00 pm	ASSC Spring Service Project Luncheon (Location TBD)
April 30, 11:00 am	Communications Committee Meeting (PK Simons Room)
May 10, 12:00 pm	SOM New Faculty Orientation
May 11, 12:00 pm	Executive Board Meeting (AAUP-AFT Office)
May 15, 12:00 pm	Council Meeting (Maccabees, Room 3104.7)
May 28	University closed, holiday
May 29, 3:30 pm	Gender Equity Subcommittee Meetings (Locations TBD)

# Issues and Grievances

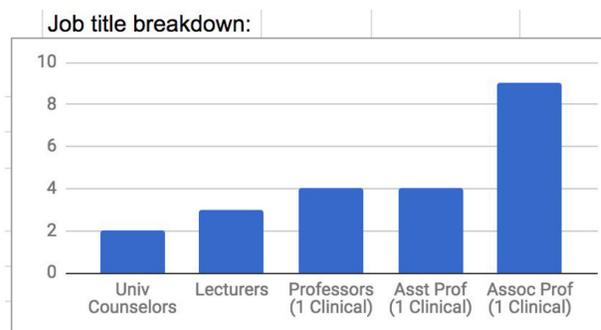
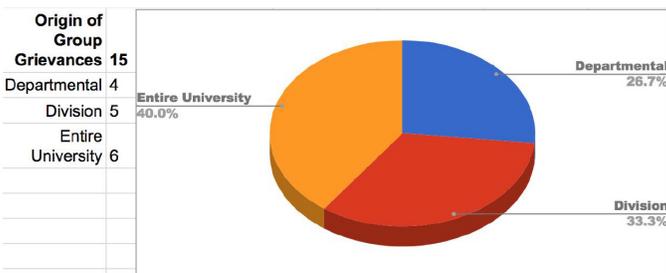
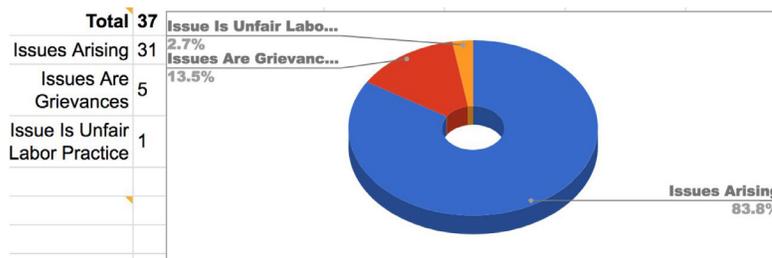
At almost any point in the academic year, the Union is dealing with several problems that arise for members of our bargaining unit. We work to resolve these problems with the administration, but if that effort is unsuccessful, we file a grievance on behalf of the person or persons involved, noting the violation of our collective bargaining agreement (aka the contract or the CBA) with the university.

grievances compared to other units where grievances are rare. The charts below show how many current complaints we have broken down by whether they originate in departments, in school/colleges, or come from across the entire university. The most common beginning is an activity on the part of an administrator that is in violation of our

contract. The more common problems that have developed tend to be about promotion processes that depart from standard procedures, interfering with the academic freedom of a faculty member, or actions that involve age discrimination. In future issues, we will look at some of the more common issues in greater detail.

Below is the breakdown of the currently active disputes, some of which have become grievances, others we are working to resolve before they become grievances. They begin with individual members or groups within our membership who have difficulties, and even a few that are potential problems for the entire bargaining unit. They are widely distributed across the university, although there are units that produce many

Who Is Having Problems With the Administration?



# Know Your Contract: Salary Committees

Article XII of the contract establishes Faculty Salary Committees (FSCs) and Academic Staff Salary Committees (ASSCs). FSCs are elected in each department of departmentalized schools/colleges, and in each of the schools/colleges, as well as in the Division of Research. ASSCs are in each school/college and division that has three (3) or more tenured or employment security status (ESS) academic staff. Committee members are not appointed; instead, they are elected by a majority vote of the unit's faculty or academic staff. Each FSC must have as members at least three (3) tenured faculty who are part of the unit's Tenure and Promotion Committee, and each ASSC must have at least three (3) tenured or ESS academic staff. The FSC/ASSC may have additional unit faculty/staff members, but a majority must be tenured/ESS. Department chairs (for departmental FSCs) or the Deans

(for school/college FSCs/ASSCs) or Vice Presidents (for division FSCs/ASSCs) serve as chair for their respective committees.

FSCs/ASSCs provide recommendations to the unit head on salary issues, including salaries for new hires, retention or equity raises for existing personnel, and selective salary increases for unit members. The selective salary review is based on unit salary data that the unit administrators provide to committee members, as Article XII of the contract requires, and also based on the annual reports that all faculty and academic staff submit as required by Article XXIV.

Committee considerations are to be guided by established unit factors, general university criteria, factors relevant for tenure and promotion of faculty or

ESS status for academic staff (adjusted appropriately in the case of non-tenured/non-ESS faculty and staff under review), and equity considerations. A committee's recommendations can lead to an adjustment in workload for the reviewed member. If an FSC concludes that a faculty member is falling short of expectations in research, teaching, or service, or an ASSC concludes that an academic staff member is falling short of job performance expectations, Article XXIV.C.4/D.2 charges the committee with making recommendations for improvement. If an FSC/ASSC considers the level of a member's performance to be "substantially below the unit's factors and norms," the committee may recommend that the unit head establish a peer mentoring committee for that member, which requires additional interaction with the Salary Committee under Article XXIV.C.5/D.4.