

# COUNCIL COMMUNICATOR

A Publication from the Council of AAUP-AFT Local 6075



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## Know Your Council Rep



**Kristen Chinery**

Reference Archivist (Archivist IV),  
Walter P. Reuther Library

### About Me

I worked for a historical research company in the Washington, D.C. area before coming to Wayne in 2003. When I'm not working on an article, conference presentation, etc., I try to avoid anything that resembles a screen and squeeze in some time for reading or fishing.

### What I Do at WSU

I manage manuscript reference services for the Reuther Library. I'm responsible for patrons who visit the Reuther's Reading Room, as well as all the requests that come in remotely from around the world. I also assist the Outreach Archivist with instruction sessions on how to use primary sources and we develop curricula based on those sessions.

### Why I'm a Council Rep

I've been at Wayne for 15 years and I've seen the Union impact lives in a myriad of ways. There have been hard-fought campaigns and important victories, tragic losses and inspiring movements. It's not always about grievances and visible action – some of the most powerful change has taken place quietly thanks to regular members who shared a story, a vision, a voice.

I am a Council Rep because I believe we are stronger when we stand collectively shoulder-to-shoulder to protect the integrity of academic freedom.

### How I Can Help You

A lot of faculty and academic staff call me with questions if they don't have their own Council Representative to consult. I'm happy to point people to the section of the contract that will be most helpful, or refer them to the right member of the Contract Enforcement Team, depending on the situation. Because I am the Council Chair, I am also always recruiting for Reps in areas that don't have one, so be prepared to hear my pitch!

### How You Can Contact Me

kristen.chinery@wayne.edu or  
313.577.8377

## Calendar & Announcements

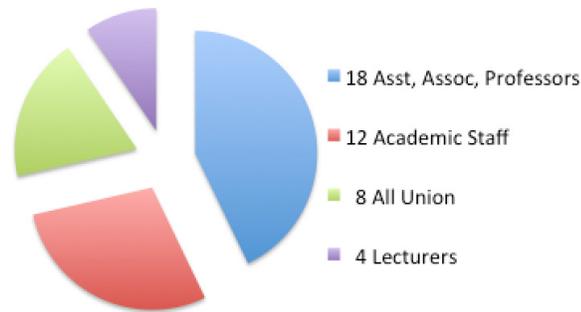
November 14, 12:00 pm	Council Meeting (Maccabees, Room 3104.7)
November 15, 1:00 pm	Communications Committee Meeting (Union office)
November 23-24	University closed
November 28, 3:30 pm	Gender Equity Working Group Meeting (Union office)
November 30, 12:00 pm	ASSC Annual Review/Selective Salary Workshop (UGL)
December 12, 12:00 pm	Council Meeting (Maccabees, Room 3104.7)
December 12, 1:00 pm	Communications Committee Meeting (Union office)
December 19, 3:30 pm	Gender Equity Working Group Meeting (Union office)
December 21, 12:00 pm	ASSC Annual Holiday Party (UGL)
December 25-January 1	University closed
January 15	University closed
January 25, 12:00 pm	ASSC ESS & Promotion Workshop (UGL)

## Issues and Grievances

A sampling of current issues & grievances:

1. Non-renewal of highly research-productive faculty due to low SET scores & using SET scores as the only evidence for teaching quality.
2. No annual reviews for individuals or for entire units.
3. Annual reviews done by administrators rather than peers.
4. Flex time being made much less flexible than in the past; inability to revise/update flex time policy within a reasonable timeframe.
5. Chair does not approve of syllabus topics or textbook that are in use.
6. Person recommended for Article XXIV mentoring in a punitive nature.
7. Failure to tell faculty member why Article XXIV mentoring recommended.
8. Changes in teaching load policies without involvement of the Union (i.e., negotiating).

### 41 Issues, Grievances & 1 ULP\*



\*Unfair Labor Practice

9. Denial of teaching schedule that would allow faculty member to take child to school.
10. Changing teaching assignments very shortly before classes begin.
11. Assigning courses outside of person's area of expertise.
12. Failing to equitably distribute faculty travel funds.

## Know Your Contract: Budget Advisory Committees

Budget Advisory Committees (BACs) established by Article XXXI of the collective bargaining agreement (CBA) ensure that faculty and academic staff receive reports on academic units' finances and are consulted on material budgetary decisions.

Each department in a departmentalized School/College and each non-departmentalized School/College has a BAC. Under longstanding practice, each departmentalized School/College also has a School/College-level BAC made up of an elected subgroup of departmental BACs. BAC members

are not appointed; instead, three or more faculty and academic staff (a majority of whom must be tenured or have ESS status) are elected by a majority vote of the unit's faculty and academic staff. An existing committee can be chosen by majority vote to serve as the unit's BAC. BAC members elect a chair, and the unit dean/chair/director serves ex officio without a vote. Many units elect BAC members annually in early September. This permits BACs to get 'up to speed' on the unit's budget situation and any issues that must be addressed.

A BAC consults with the unit head

on general budgetary priorities, including travel policies and priorities. The unit head provides accounting reports to the unit BAC on a quarterly basis, as requested, to enable the BAC to consult appropriately. In many cases, School/College BACs meet on a regular monthly basis and receive monthly financial reports, review any presentations the unit head makes to the administration, and help strategize about challenges or initiatives. BACs are most successful when the unit head shares information and recognizes the value of consultation.