

Please note that a few errors crept into the printed edition of this issue. They are corrected in this online edition; additions are shown underlined and deletions in ~~cross through~~.

The Right Flier

Newsletter of the WSU-AAUP

Volume 6, Number 2, February 2006

Editor, Anna Bellisari

Administrative Assistant, Connie Jacobs

MESSAGE FROM THE PRESIDENT

On February 2nd, we alerted you to House Bill 66 which is poised to strip all Ohio public education employees of their right to bargain collectively for health insurance. If the bill passes, we will be forced to join a health care plan run by nine political appointees at the state level who will have the power to award no bid contracts without public accountability. To date, no independent study has been conducted to test the viability of the proposed plan or to determine whether or not it will save money. Without the right to bargain collectively for health insurance, the likelihood of reduced benefits and higher costs is enhanced. I urge you to act now and call your Ohio representatives. Ask them to vote against HB 66.

In other news around Ohio, the University of Miami is being sued by an Ohio legislator for offering domestic partner benefits. By contrast, the University of Toledo's Board of Trustees recently approved health care coverage for same-sex couples (see page 2 for details). Our own Administration has consistently refused to bargain over domestic partner benefits during the past 3 contract negotiations, representing the position of the WSU Board of Trustees.

On a positive note, we have recently finalized a paid parental leave policy with the Administration. Under our new contract, eligible faculty who have newborns or recently adopted children have the option of taking either a quarter off from all their teaching at full pay or two quarters off from half their teaching at ~~50 percent~~ full pay. For further details see page 2.

As chapter officers, we continue to work hard on your behalf, upholding faculty rights as defined in our collective bargaining agreement. But we also depend on your help to increase membership, serve on committees, and report possible contract violations. Please do your part and get involved. Our chapter has made some major gains in recent years, but those gains will be lost if we don't continue to grow. We can't continue to depend on the same few faculty members year after year to run for office and assume the bulk of the chapter's work. Remember, the strength of our chapter depends on you! Please join the chapter if you are not already a member, and vote in the current elections. A list of the candidates is provided on page 4.

Finally, we have introduced a new feature in this issue, by inviting members to explain why AAUP at WSU is important to them. I would like to thank Dr. David Orenstein in Sociology, Dr. Larry Weinstein in Information Systems and Operations Management, and Dr. Nancy Mack in English for submitting their statements. I would also like to extend the invitation to you to do the same. We plan to make this a regular feature of our newsletter.

Here's to a productive and rewarding year!

Paulette Olson, Department of Economics

PROFESSIONAL DEVELOPMENT LEAVES 2006-07

Forty-two PDL quarters were awarded by the Deans and the Provost for 2006-07. Congratulations to all who received this well-deserved time to focus on important projects. We wish you a happy and productive year!

Beth Basista – Physics
Deborah Crusan – English
Donna Miles Curry – Nursing
Mary Donahoe – Theatre
Carol Engelhardt – History
Ann Farrell – Mathematics
Jennie Gallimore – Biomedical, Industrial, and
Human Factors Engineering

Kathryn Meyer – History
Paulette Olson - Economics
Penny Park – Art & Art History
Manley Perkel – Mathematics
Robert Ritzi – Geological Sciences
Wayne Shebilske – Psychology
Norma Shepelak – Sociology & Anthropology

MOU ON PARENTAL LEAVE SIGNED

By Rudy Fichtenbaum, Chief Negotiator, AAUP-WSU

Appendix G of our current CBA is a side letter on Parental Leave. In this side letter AAUP-WSU and the administration agreed to form a joint committee to develop a parental leave program for Bargaining Unit Faculty. The side letter called for the committee to make a good faith effort to complete its work by March 1, 2006. Further the side letter called for the AAUP-WSU and the administration to sign a Memorandum of Understanding (MOU) that sets forth the provisions of the program.

On February 1, 2006, one month ahead of schedule, the AAUP-WSU and the administration signed an MOU entitled Agreement on Parental Accommodations creating a new benefit for Bargaining Unit Faculty— paid parental leave. Effective immediately, a Bargaining Unit Faculty Member who is a birth parent or an adoptive parent of a child under the age of six may take a full quarter without teaching or two quarters with a 50 percent teaching load with no loss of pay. To be eligible for this “parental leave” a Bargaining Unit Faculty Member must “be the primary caretaker of his or her newborn or newly adopted child under six for at least 25 hours per week, from Monday through Friday, between the hours of 8 a.m. and 10 p.m.”

This “parental leave” will be granted to any BUFGM who meets the eligibility requirement. To apply for “parental leave” a BUFGM must submit a written request to the Provost with a copy going to AAUP-WSU as far in advance as is possible and must sign a statement attesting to the fact that he or she meets the eligibility requirements.

In addition, a BUFGM who is granted a “parental leave” is also eligible to receive the average evaluation score in his or her department in the year the child is born or adopted or in either of the following two years.

Finally, the MOU also encourages and allows chairs and deans to take childcare responsibilities for BUFGMs with children under the age of six into account when scheduling and encourages BUFGMs to request support from their dean to maintain ongoing laboratory operations or other professional commitments during the year following the birth or adoption of a child under the age of six.

You can read the entire MOU on the AAUP-WSU website. If you have questions about this new benefit, please call or email Rudy Fichtenbaum (rudy.fichtenbaum@wright.edu x 3085), Jim Vance (jim.vance@wright.edu x 2206) or Anna Bellisari (anna.bellisari@wright.edu x 2923)

DOMESTIC PARTNER BENEFITS

By a 5-2 vote, the University of Toledo Board of Trustees approved a health care contract for three of its unions which included the first-ever coverage for same-sex and opposite-sex domestic partners. The results were announced in the *Toledo Blade* on January 31, 2006. Two unions had threatened to strike if negotiations on this issue reached an impasse.

In offering such benefits to faculty members, Toledo joins The Ohio State University, Cleveland State, Youngstown State, Ohio University, Cuyahoga Community College, and Miami University, which was recently sued by an Ohio legislator who contends that offering domestic partner benefits violates Ohio state law. Currently WSU students have domestic partner benefits, but faculty members do not.

During Fall Quarter 2005, AAUP-WSU established a committee to explore action plans to obtain domestic partner benefits. Chaired by Audrey McGowin, the committee is charged with

- identifying actions will that will attract the attention of the WSU administration
- finding ways to involve faculty and students in actions, and
- spearheading planned activities

If you would like more information about our efforts to obtain these benefits for Bargaining Unit Faculty Members, please contact Audrey McGowin (audrey.mcgowin@wright.edu).

WHY AAUP-WSU IS IMPORTANT TO ME

To AAU-WSU:

A few weeks ago, I learned that a close family friend had been denied tenure at a public university in a nearby state. Although he received the unanimous support of his department and chair, his dean rejected the tenure application based on his personal interpretation of the promotion criteria. The provost unfortunately chose to support the dean's decision.

I have known this remarkable young man for more than twenty years. His scholarship met his departmental requirements, and he willingly contributed an enormous amount of time and energy to service and outreach. In the classroom—well, he is known to show up occasionally in a gorilla suit on exam days, and if you look him up on ratemyprofessor.com, you will read how difficult his tests are but how most respondents think he is one of the greatest teachers they ever had and that the university needs more like him.

I mention this all-too-frequent scenario, because many of our faculty at Wright State may not remember the often arbitrary nature of the P&T process at Wright State before ratification of our first Collective Bargaining Agreement (CBA). Many of our faculty may not appreciate how fortunate we are to live in a state that supports the right of university faculty to establish a collective bargaining unit. Many of our faculty may not realize that all of us in the bargaining unit are legally protected from any administrator who ignores the provisions of the collective bargaining agreement (CBA). Moreover, many of our faculty may not understand that it is the responsibility of *each* of us to defend the integrity of the CBA by standing up whenever a member of our administration violates it, whether through action or inaction.

The case of my friend currently is under appeal. If that appeal is unsuccessful, he will stay on at his university with a terminal contract for one last year. He will go through the recruiting process again and we can only hope some other, more deserving institution will appreciate and reward his extraordinary contributions.

We are fortunate here at Wright State to have a remarkably cordial relationship with our administration. Under this administration, our chapter's Executive Committee can usually expect a reasoned response to reports of violations of the CBA. We can expect this administration to follow the criteria for the P&T process explicitly spelled out in our bylaws and the CBA. We can expect this administration to not tolerate retaliation against any faculty member for exercising his or her right to protection under the CBA. Nevertheless, if we, the Bargaining Unit Faculty, take for granted the efforts of those who have worked to ensure our right to organize and bargain collectively, if we fail to speak up when administrators violate the CBA, and if we shirk our collective responsibility to uphold the provisions of the CBA, we all risk eventually losing its protection. If we allow that negative scenario to unfold, we may well witness junior faculty once again subjected to capricious tenure decisions such as the one described above.

Larry Weinstein,
Associate Professor of Information Systems and
Operations Management



Dear AAUP-WSU:

I appreciate receiving emails from AAUP-WSU telling about specific problems that faculty are having with payroll and other human resources services. This alerts me to pay closer attention to my own account. Too often I assume that payroll is accurate and that mistakes are rarely made. I now realize that these errors are all too common and can create major problems for faculty. (Editor's Note: We at AAUP have learned not to assume that the problems we identify will automatically be solved. Quite often we have to follow up until we can verify that corrections have been made.)

Nancy Mack, Associate Professor of English



Dear WSU-AAUP,

This is an early Valentine love letter. That I should send a love note to a union reflects my past. I first learned about unions from my grandmother. While cooking with her she told me about her days on the picket lines at seventeen years of age fighting for immigrant garment workers like herself and right to be represented by the ILGWU. But my love of AAUP-WSU itself is of more recent origin. On September 16, two weeks into a sabbatical, I found myself in Kettering Hospital undergoing a quadruple by-pass. Included among the many folks who visited me and sent me kind notes were AAUP officers. Moreover they went to work on my request that I be given non-teaching time next year in which I could complete efforts that the surgery and its aftermath had temporarily derailed. AAUP found common ground with the administration, and a resolution thoroughly satisfactory to me was achieved. So my heart is given over now to AAUP-WSU and the dues I pay seem trivial compared to the devotion that has been returned.

David Orenstein, Associate Professor of Sociology



ELECTION OF AAUP-WSU OFFICERS

Regular Chapter Members should have received ballots for the annual AAUP-WSU election of officers. The deadline for returning your ballot to the chapter office is February 24 at 8:30 a.m. Please note that the chapter office has moved to 123 Allyn Hall.

The following candidates have been nominated:

President (1 year position):

Anna Bellisari, Anthropology
Martin Maner, English

Vice President (2 year position)

Henry Ruminski, Communications

Treasurer (2 year position)

Larry Weinstein, Information Systems and Operations Management

Member-At-Large (2 year position)

Maggie MacDonald, English



Representing AAUP-WSU at the Martin Luther King March in Yellow Springs are Audrey McGowin, Paulette Olson, Mary Donahoe, and Bill Slattery

JOIN AAUP TODAY!

If you are not currently a member of our chapter, either go online, download and sign the membership form or contact one of the chapter officers. We would be happy to bring you a form to sign.

Why join? Why not?

- it doesn't cost you a penny to join as a member of the bargaining unit
- we work to defend your academic freedom
- we are the primary advocates for faculty on campus
- we can offer resources, advice, and assistance

Please help us to help you – by joining!

Membership forms can be found at www.wright.edu/admin/aaup

ANNOUNCEMENTS

- The AAUP-WSU Chapter Office has moved to 123 Allyn Hall.
- Jim Vance, the Chapter's Communications Officer, has been nominated by the Executive Committee for the John F. Kennedy Academic Freedom Award for his outstanding contributions to the cause of academic freedom on campus. The award is presented by the Ohio Conference of AAUP.
- Larry Prochaska has been elected Professor-at-Large ~~to represent AAUP-WSU~~ on the University P&T Committee.
- Check your next annual Medicare statement from Social Security carefully. The dollar amount shown for 2003 payments into the program should coincide with the amount shown on your 2003 W-2 form from Wright State. In case of error, contact Payroll Manager Linda S. Sykes (linda.sykes@wright.edu or 775-2388).
- The 2006 Summer Institute will be held at Portland State University in Portland, Oregon, July 27-30. AAUP-WSU will support the attendance of two representatives from this chapter. Please contact AAUP for more information.
- The 92nd Annual Meeting of AAUP will be held in Washington, DC, June 8-11, at the Omni Shoreham Hotel. Any AAUP member is eligible to attend. More information is available in the chapter office.
- AAUP's Collective Bargaining Congress met in Washington in December, 2005. The CBC passed a resolution to establish universal health care. This resolution was proposed by our own Rudy Fichtenbaum, a member of the Executive Committee of CBC. See your copy of *Academe* (Jan-Feb 2006) for a discussion of the resolution.
- AAUP offers its members a variety of insurance programs. Professional Liability Insurance provides up to \$1,000,000 in protection and pays for defense of a lawsuit against an individual faculty member regardless of the outcome. Other plans include accident insurance, group term life insurance, disability insurance, short term medical, and more. See the AAUP website (www.aaup.org/membership/membem.htm) for more information about these plans.

HOW AAUP-WSU WORKS FOR YOU!

- In response to various outbreaks of “calendar creep,” AAUP-WSU filed a grievance and is currently working with the Administration toward a resolution of this problem. “Calendar creep” refers to the Administration’s growing expectation that faculty with academic year contracts should be available for administrative-driven agendas during the entire calendar year.
- In response to a violation of the collective bargaining agreement (CBA) for failing to pay full coverage for dental care, AAUP-WSU alerted the Administration which, in turn, is reversing the mistake.
- AAUP-WSU found and reported that professional development leave (PDL) quarters for 2006-07 had been inaccurately calculated. As a result, the total number of PDL quarters available for 2006-07 was increased.
- In response to the Administration’s proposal to begin offering classes during December break, AAUP-WSU insisted on negotiating the terms and conditions of employment. The resulting agreement provided that Bargaining Unit Faculty on academic year contracts teaching in December would be paid at the summer rate, despite the administration’s initial insistence that compensation would be at the much lower overload rate and that funds needed for summer-rate compensation were not available. Further it guarantees that the December 2005 course offerings will not diminish teaching opportunities for Bargaining Unit Faculty during summer 2006. Any decision to repeat this intersession exercise will engender another set of negotiations.
- AAUP-WSU mediated an agreement over Distance Learning in the College of Nursing. Agreements with participating faculty were modified to better reflect the duties and responsibilities of the faculty member in the distance learning setting.
- AAUP-WSU found and reported the latest set of errors in the deduction of membership dues and fair-share payments from faculty salaries. The errors were corrected by the Administration.

WINTER QUARTER CHAPTER MEETING

What: Winter Quarter Chapter Meeting

When: Friday, February 24 at 12:30 p.m.

Where: CTL Studio B (basement of library) for Dayton campus & 151 Dwyer Hall for Lake campus

Agenda:

Approval of minutes

Announcement of election results

Paid Parental Leave agreement

Intersession negotiations

Chapter officer reports

Because collective bargaining matters will be discussed, this meeting is open only to Regular Chapter Members.

Refreshments will be served.

MAIL TO: