

Meet your new WMU-AAUP officers

At the Chapter meeting on April 19, 2013, the faculty approved the appointments of two new Chapter officers: John Saillant (Departments of English and History) was named grievance officer, effective April 19, 2013, and Marilyn Kritzman (School of Communication) will assume the office of contract administrator on September 1, 2013, when our current contract administrator, Paul Wilson, will step down to enjoy his well-deserved retirement after an extraordinary tenure of service to the Chapter and to the faculty. Both John's and Marilyn's terms will run through August 2015.

John Saillant: Your new Grievance Officer

John is a joint-appointed Professor of English and History who joined the faculty at WMU in 1997. An active teacher and scholar, he specializes in early American history and literature, African American studies, and American religion. He brings to his new position extensive knowledge of the complex political developments surrounding higher education and unions in Michigan as well as experience on numerous governance committees at WMU.

Since assuming office in April, John has impressed all of us (and especially the faculty members he has assisted) with his commitment to academic freedom and shared governance and with his meticulous, analytical approach to problem-solving. This is a guy who does his homework and then some. His preparedness, his smarts, his calm, steady demeanor, and his unshakeable sense of justice are enormous assets to the Chapter and to the faculty. We are lucky to have him on board. Welcome, John!

Marilyn Kritzman: Your new Contract Administrator

Marilyn is a tenured Faculty Specialist II in the School of Communication with 30 years of service at WMU. A trained mediator who has also completed more than 200 hours of training in contract and grievance law for labor organizations, Marilyn brings with her an impressive set of skills and long record of service to the WMU-AAUP. She has served as her department's Association Council representative and as Executive Committee rep for the College of Arts and Sciences (Humanities) in addition to her work on numerous WMU-AAUP committees, several of which she has chaired. She currently serves as Chapter treasurer.

When she assumes the office of contract administrator on September 1, 2013, Marilyn will bring to it an encyclopedic knowledge of the WMU-AAUP Agreement and of state and federal labor law, a razor-sharp intellect, and an unyielding commitment to faculty rights and due process. She's already working hard this summer to prepare for her new position, and there is no doubt that the faculty will be in very good hands come September. Thank you, Marilyn!

When to call your WMU-AAUP grievance officer or contract administrator

Have you been summoned to a meeting with your chair or other administrator? CALL US NOW!

Especially if you have not been fully informed about the subject of the meeting (but even if you have), we strongly recommend the following to all faculty members:

- ***Do not attend such a meeting alone.***
- ***Consult with us as soon as possible after receiving a summons (whatever the form the summons takes – letter, email, phone, in-person contact, etc.).***
- ***Until you've talked to us, do not respond in writing to anything that you suspect (or you know) is related to disciplinary charges that may be filed against you.***

Are you being pressured to accept extra work in addition to your normal workload? CALL US NOW!

Even if you are being offered compensation for extra work, we encourage all bargaining-unit members assigned additional work to call us and get our interpretation of whether what you're being assigned and/or offered is appropriate under the contract.

Are you experiencing unexplained (or unconvincingly explained) changes in your workload, teaching schedule, or other responsibilities? CALL US NOW!

Are you facing what you believe may be punitive actions from your chair (or other administrator) for challenging decisions you feel are unjust? CALL US NOW!

Is your chair bypassing WMU-AAUP bargaining-unit faculty and using part-time faculty to staff summer classes? CALL US NOW!

If you find yourself in anything like any of these situations, or in any other situation that does not feel right to you or otherwise calls for clarification (and possibly support), **call us!** We are here to help you and to protect your rights.

**You don't have to wait until you're in trouble to call us,
but if you think you might be in trouble, DON'T WAIT TO CALL US!**

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AMERICAN ASSOCIATION OF
UNIVERSITY PROFESSORS

**CALL US:
(269) 345-0151**

WESTERN MICHIGAN UNIVERSITY