

It's been a busy summer for us here at Montague House, and we have a lot to tell you about what we've been working on recently on the faculty's behalf. We also have interesting news items to share about what some of you have been up to this summer, along with information about upcoming events to look forward to in the fall. Let's get started!

What we've been up to this summer:

WMU-AAUP VP Carol Weideman and **Association Council rep Glinda Rawls** (Counselor Education and Counseling Psychology) represented the chapter at the [AAUP Summer Institute](#) in Durham, NH, July 18-22.

Carol, who has been taking the lead on membership development and organizing for the WMU-AAUP, participated in workshops focusing on faculty outreach, contract campaigns, building strategic capacity, and creative visibility on campus. Carol writes, "As VP, I selected workshops related to membership building and campaigning. Yes, we have an awesome membership rate at WMU, and we are extremely lucky to have this community. But I wanted to focus on how we can continue to improve in these areas. So much to discuss, absorb, and take home!"

Glinda serves on the WMU-AAUP grievance committee, which assists the contract administrator and grievance officer to resolve contract disputes, and chose contract-focused workshops to build on her skills, including Arbitration Boot Camp. This intensive four-session course trains faculty on the procedures and processes involved in arbitration, our legal avenue for unresolved grievances. She writes, "I learned many legal principles and skills in this training, from conducting cross and direct examinations of witnesses to admitting evidence on the record. The workshop was very informative, and my experience at the Summer Institute was fantastic overall."

Grievance officer Robert Trenary is heading to Detroit on August 2 to attend the [Labor Arbitration Institute conference on Labor Law and Labor Arbitration](#). He'll be attending sessions on contract interpretation and application, the doctrine of due process, navigating the Family and Medical Leave Act (FMLA), understanding the rules of evidence, and much more. He's had a busy summer so far, working with faculty colleagues on grievances, disciplinary cases, and contract interpretation questions, all of which he handles with intelligence, compassion, diplomacy, and good humor. Congratulations (and big thanks!) are also in order for Robert, who will mark his one-year anniversary in the GO position on August 14.

Interim contract administrator Natalio Ohanna officially begins his assignment today and brings a wealth of contract advocacy experience to the position after several years of service as one of our most active and engaged Association Council reps. In addition to his interim appointment, the WMU-AAUP Executive Committee has also voted to recommend Natalio to complete the two-year term that runs through August 31, 2019. The Association Council will meet to discuss this recommendation and hold a confirmation vote at the first AC meeting of the 2018-19 academic year, on September 21. Please join us in welcoming Natalio to the WMU-AAUP leadership team! You can read more about him [here](#).

President Lisa Minnick is marking her five-year anniversary as chapter president on August 1 and has been spending the summer focusing on chapter operations, various contract issues involving faculty colleagues, and planning for the coming academic year. In addition to her chapter service, Lisa represents District III (Michigan) on the [AAUP National Council](#), the members of which recently elected her to a third term on the national AAUP Executive

Committee. In June, she represented the chapter at the [AAUP Annual Conference on the State of Higher Education](#) in Arlington, VA.

Lisa writes, "Now that the Supreme Court has ruled (as expected) against unions in [Janus v. AFSCME](#) and essentially established so-called 'right to work' principles as the law of the land, other chapters around the country are facing the transition that we had to contend with four years ago here in Michigan. Many of them are looking to the WMU-AAUP as a model for successful membership retention and faculty engagement and for ideas about effective internal organizing. We are fortunate to have a highly engaged, well-informed faculty here and a strong group of activists serving in leadership roles, including on the Association Council and Executive Committee, along with many other colleagues who serve the chapter in less formal but equally indispensable ways. In a challenging and potentially discouraging time for all unions, including the AAUP, it has lifted my spirits to hear from colleagues in other states about how inspiring the example of our faculty has been to them and to know that they too will survive.

"The *Janus* decision is anti-union, but what its backers did not intend or anticipate is that it would also generate new resolve within chapters along with new external alliances and projects to build solidarity across campuses. This is not surprising to those of us here at WMU. We learned from the implementation of Michigan's RTW laws that a negative political decision can also lead to some interesting opportunities, as long as we are willing to do the work. We have learned that it is not only possible to retain members, bring in new ones, and develop new ways of thinking and creative ideas for collective action, but also that doing that kind of work helps to strengthen the faculty as a community, builds a stronger union in the process, and advances our mission as professors who serve the public good."

What some of you have been up to this summer:

WeVote: 2018 WMU Student Voter Registration Project. Led by co-chair **Denise Keele** (Political Science) and Dean of Students Suzie Nagel, the WeVote committee is planning a strong campus voter registration and education effort this fall in advance of the midterm elections coming up in November. Along with student leaders and administrative representatives, the committee includes WMU-AAUP bargaining-unit faculty members **Michele Behr** (University Libraries), **Steve Bertman** (Environmental and Sustainability Studies), **Don Cooney** (Social Work), **Paul Farber** (Teaching, Learning, and Educational Studies), **Tim Palmer** (Management), **Paul Solomon** (Frostic School of Art), and **Allen Webb** (English). We appreciate the time and energy these colleagues and the other members of the WeVote committee are putting into this important initiative and encourage all faculty to support their efforts. As in previous election cycles, the WMU-AAUP is once again providing support for the WeVote campaign and remains committed to fostering an educated, engaged electorate, particularly one that includes WMU students.

Stay tuned for more information coming soon about how we can all help WMU students get registered this fall. The registration deadline for the November 2018 general election is Tuesday, October 9.

Two WMU-AAUP faculty members on the ballot on August 7. Speaking of elections, did you know that two WMU-AAUP bargaining-unit faculty members are candidates for elected office and will be on the primary ballot next Tuesday, August 7?

David Benac, WMU-AAUP Association Council rep for History, is a candidate for the 6th Congressional District seat currently occupied by Rep. Fred Upton in the U.S. House of

Representatives. The 6th District includes Kalamazoo, Allegan, St. Joseph, Van Buren, Berrien, and Cass counties. [Learn more about David and others on the August 7 primary ballot here.](#)

Alberta Griffin (Public Affairs and Administration) is running for the Michigan legislature in the 61st state house district, which includes Portage, Texas Township, Schoolcraft, Oshtemo, and vicinity. While most of Kalamazoo (including WMU) is in the 60th house district, many members of our campus community live in the 61st and will see Berta's name on their ballot. [Learn more about Alberta and others on the August 7 primary ballot here.](#)

Congratulations to David and Berta on their efforts thus far! We are very proud of these colleagues and appreciate their willingness to serve.

[Click here to verify your voter registration and see your sample ballot.](#)

What some of our students have been up to this summer:

2018-19 recipients of the A. Robert Kleiner Memorial Scholarship. The WMU-AAUP's Kleiner scholarship supports WMU students with interest or experience in collective bargaining and/or labor relations. Funded by donations honoring deceased bargaining-unit members, the robust performance of this account over the years has made it possible for the WMU-AAUP to increase individual awards to \$2,000 (from \$1,500) beginning with this year's awards. Please join us in congratulating the 2018-19 recipients of the Robert Kleiner Memorial Scholarship:

- **Claire Herhold**, doctoral student in history and president of the WMU Teaching Assistants Union.
- **Cameron Segard**, master's student in Aerospace Engineering with an astute understanding of workload/compensation issues and the human toll they take in the workplace when exploitative conditions obtain.
- **Ran Wei**, graduate student in Human Performance and Health Education and member of the 2018 TAU bargaining team.

We look forward to honoring the 2018-19 Kleiner Scholarship recipients at the WMU-AAUP New Faculty & Association Council Luncheon on September 21.

What's coming up in the fall:

WMU-AAUP Annual Fall BBQ on Thursday, September 6. That's right, the BBQ is on a Thursday evening this year, September 6! Join faculty colleagues, families, and friends for an evening of great food, fun for the kiddos, and union solidarity. Of course, there will also be plenty of refreshing adult beverages. This event is always a blast, so don't miss it! Thursday, September 6, dinner served 5-7 pm, at Montague House (814 Oakland Drive). RSVP now! Call 345-0151, email staff@wmuaaup.net, or simply reply to this message.

New Faculty & Association Council Luncheon on September 21. Save the date! All Association Council reps and new faculty hires will receive their invitations soon. Returning faculty, please encourage new colleagues to attend this fun networking event (and AC reps, please plan to accompany them). We will also recognize this year's Kleiner scholarship recipients and honor our Association Council reps for their service to the chapter. Friday, September 21, at 12 noon, in 157 Bernhard.

Fall 2018 Association Council meetings: Friday, September 21 (157 Bernhard), immediately following the New Faculty & Association Council Luncheon, and Friday, November 16 (105 Bernhard). Both meetings start at 1:30 p.m.

Chapter meeting October 26. The fall chapter meeting for all WMU-AAUP bargaining-unit faculty is Friday, October 26, in the Fetzer Center's Putney Auditorium at 1:30 p.m.

The next Fourth Friday Happy Hour is September 28 at Arcadia. Relax, enjoy the company of faculty colleagues, and build solidarity in a fun and family-friendly environment at the WMU-AAUP Fourth Friday Happy Hour. As always, for dues-paying members, your first drink is on us, whether your pleasure is beer, wine, or soft drink. Arcadia Brewing Co., 701 E. Michigan Avenue. Friday, September 28, 5-6 p.m.

Follow the WMU-AAUP on social media. Keep up with all the latest news by following us on [Facebook](#), [Twitter](#), and [Instagram](#) and by subscribing to the [WMU-AAUP blog](#).