



Representing Wayne State Faculty and Academic Staff

NEWSBRIEFS

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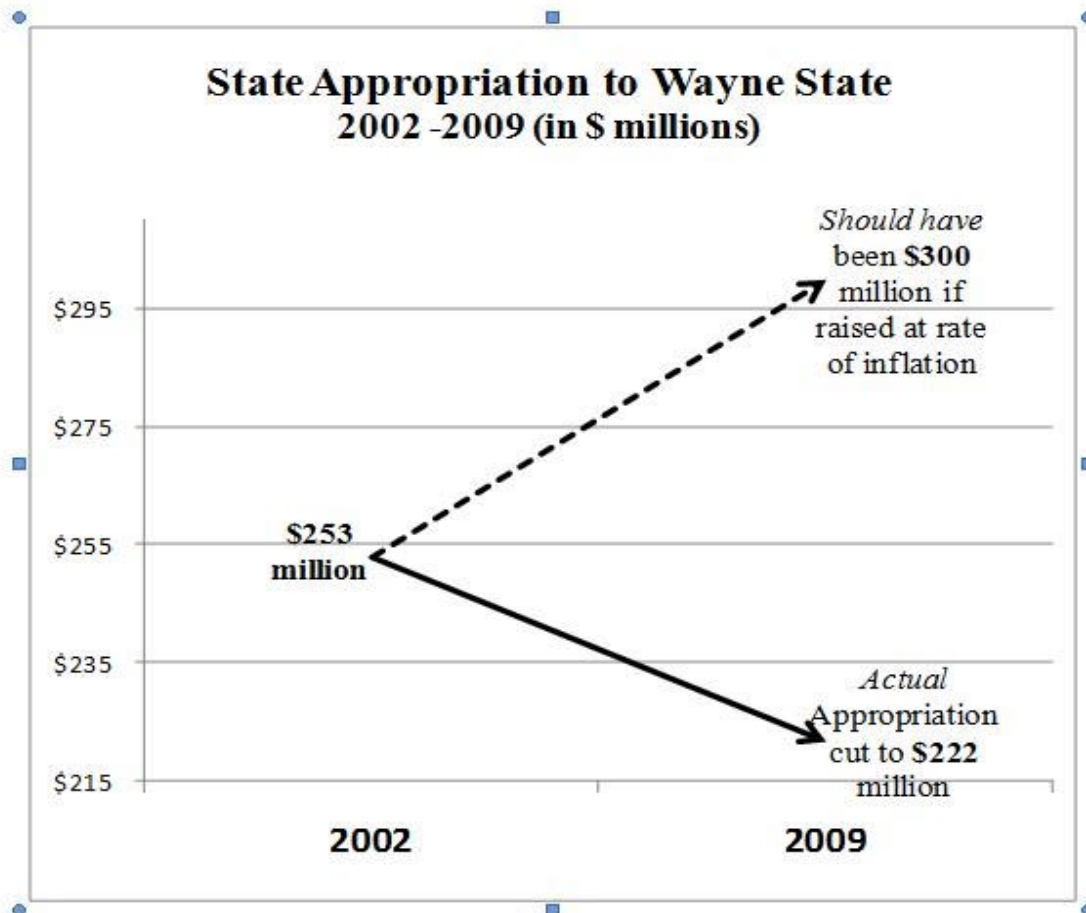
February 2009

Talk To Lansing!

State Support for Wayne Falling Since 2002

Bloated Prison Budget Starves Education

Inside: How to Contact Your Legislator



cont'd on page 2

Faculty, Academic Staff, Graduate Students, *all* WSU Employees:

Send A Letter!

(It's Easy)

Urge Funding for WSU, Not Prisons

Personal contact with your state representative or senator can reinforce the message that we need to support "Schools First, Not Prisons."

There is a sample letter on page 3 that you can also download from our website (aupaft.org, lower left of the homepage). Revise the letter as you like, or send as is using your personal stationery.

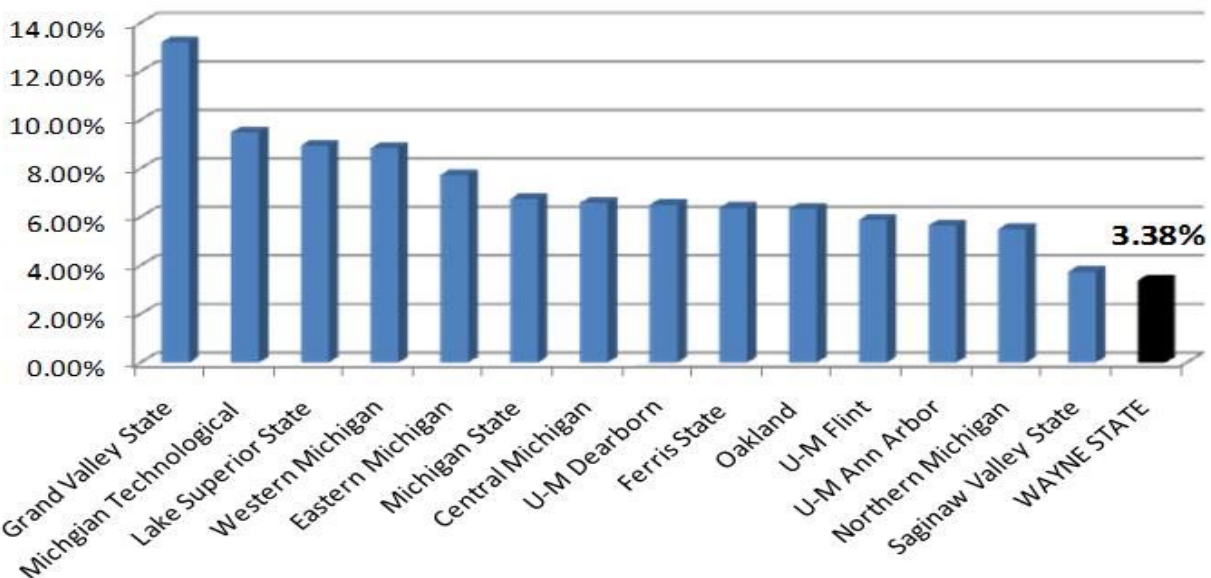
If you can take just a few extra minutes to print out the sample letter with your revisions and send this hard copy to your representative and senator, it has a far greater impact than just sending it to the email address. But any communication helps on behalf of WSU and higher education.

To Find Your Representative or Senator:

- 1) Go to the Michigan Legislature Website: <http://www.legislature.mi.gov>
- 2) At the bottom of the home page, click "Contact Your Representative/Senator";
- 3) Enter your zip code and county;
- 4) If more than one name comes up, click on each name to get their personal page;
- 5) Click "Link to District Map" to determine which district you live in;
- 6) The personal page for each representative or senator has mail and email addresses

Tuition Increase, Undergraduate, 2008-2009

(President's Council, State Universities of Michigan)



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Dear Representative/Senator:**Representative (Name) or Senator (Name)**

House Office Building

P.O. Box 30014

P.O. Box 30036

Lansing, MI 48909-7514

Lansing, MI 48909-7536

As a constituent and as an employee of Wayne State University, I am writing you because of my concern about the misguided priorities in state budgeting that have diverted resources to our bloated prison system while cutting spending on higher education. Wayne State University, in particular, has been harmed by this misappropriation of resources.

Unlike many states that have increased their funding for higher education, allocations to Michigan universities have fallen sharply in recent years. To compensate, state universities have been forced to raise tuition. Wayne State University has struggled to keep these tuition hikes to a minimum, including last year when the increase was held to 3.4 percent, the lowest among the 15 state universities. Even so, for many working families higher education is becoming a luxury they cannot afford.

Wayne State University trains the doctors, nurses, engineers, teachers and other professionals whose skills can drive economic development and improve the quality of life in Michigan. But we cannot do this effectively without state support.

We need to enact legislation that will reform our sentencing and parole policies so that we no longer spend more than any other mid-western state on prisons. If our incarceration rate was lowered to the level of surrounding states, we could save as much as \$400 million for schools and other social needs that are now neglected. Michigan was once a leader in providing affordable and quality education to its citizens, and we can return to that position if we redefine our priorities to favor schools first, not prisons.

I look forward to your taking action on these issues.

Sincerely,
(your name, title, and address)

Note: Please cc a copy of your letter to us so we can monitor our progress.

cont'd from page 4, Rights to Annual Review

For faculty on tenure track, the reviews should delineate areas of progress and areas of concern in teaching, scholarship or creative activity, and service. For academic staff, the review should focus on job performance, professional development, and service.

For faculty not on the tenure track, the annual review must be in relation to their professional performance as it relates to the appropriate unit, school/college and University criteria, known as "factors," that are in force. Lecturers and senior lecturers are to be reviewed primarily for teaching with secondary consideration for excellence in scholarly work and/or service if the letter of appointment has identified scholarly work and/or service as part of the bargaining-unit member's responsibility.

Once tenure or ESS has been obtained, annual reviews should cease. Should these reviews be used for disciplinary purposes, the union should be contacted immediately.

The review is conducted in a two-step process. First the Tenure and Promotion Committee, or in the case of academic staff, the ESS and Promotion Committee, prepares its written review. Second, the Chair or appropriate unit administrator can concur and / or add written comments. If the unit is not large enough to convene a Promotion & Tenure or ESS & Promotion Committee, the chair or unit administrator functions as the committee but must consult with the tenured faculty or ESS staff as appropriate.

The appropriate unit administrator discusses the review with the bargaining-unit member, and the review is placed in the employee's personnel file.

See the union's website for further information on Annual Reviews at: <http://www.aaupaft.org/annualreviews.html>

Rights to Annual Review

The union office has received reports from members that a number of departments have failed to conduct Annual Reviews, a grievable offense under Article XX, Section C of the collective bargaining agreement. Annual Reviews are a vital matter for faculty and academic staff who do not have tenure or Employment Security Status (ESS):

Faculty annual reviews are designed to give tenure-track faculty feedback on their progress towards tenure and to give faculty under term contracts feedback on their performance.

Academic Staff annual reviews are intended to give non-ESS and non-tenured academic staff feedback on their progress toward ESS/tenure and to give academic staff under term contracts feedback on their performance.

Annual reviews are separate and distinct from the selective salary reviews which take place in the late winter or spring. (See Article XII, Sections B and C).

Your rights under Article XX Section C, which covers annual reviews, are listed below. We encourage you to share this information with your colleagues and unit administrators. We also encourage you to contact the union office with any concerns or questions you may have.

Annual Reviews

The purpose of annual reviews is to mentor faculty and academic staff on term contracts. Annual reviews are not intended to be punitive. They should prepare faculty to successfully obtain tenure, academic staff to obtain Employment Security Status, and others to obtain successive

term contracts.

Rights under the annual review process include:

- Two-week notice prior to the review.
- Written review five days before meeting with chair/unit administrator.
- Committee chair required to attend meeting with chair/administrator.
- If dissatisfied with a review by a designee, your chair/administrator must conduct review.
- You may add supporting or dissenting material to the review in your personnel file.
- You may file a Step 1 grievance if an annual review is not provided.

NO TENURED FACULTY AND NO ESS/TENURED ACADEMIC STAFF SHOULD BE SUBJECT TO ANNUAL REIVEWS.

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Wayne State University
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 Detroit, MI 48202-4050

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Go to our new website: www.aaupaft.org for an electronic copy of this newsletter.

