

Memo

Wayne State University Law School

To: Presidents Parrish and Reid (or designee)

From: Professor Michael J. McIntyre, Committee Co-chair

Subject: Report of the Committee on Administration/Association Relations

Date: December 3, 2001

Attached is the Report of the Committee on Administration/Association Relations submitted by the three members nominated by the AAUP-AFT. The committee, popularly referred to as the Union Environment Committee, was unable to agree on a report, for reasons addressed in the preamble to the attached report.

This report is not as complete as it might be. Section 1,1 notes that the administration failed on some occasions to send out certain union material to newly hired faculty members, as it is obligated to do under the collective bargaining agreement. The committee is charged with monitoring compliance with this provision of the agreement. To fulfill that obligation, the committee asked Associate Provost Oliver, at its May 21, 2001, meeting, to provide the committee with information about the known cases of noncompliance and to specify the concrete steps taken to prevent a recurrence. Dr. Oliver agreed to provide that information but has failed to do so. The report simply contains the vague assurance from Dr. Oliver that "Safeguards have been in place in an effort to correct these problems by the University." The committee has no authority to obtain information other than through voluntary compliance with its requests for information.

In an email of November 1, 2001, Dr. Oliver proposed that the report of the committee be addressed to the provost rather than the president. The collective bargaining agreement says that it should be addressed to "the president or his designee." Dr. Oliver was asked by return email whether a delegation instrument had been executed and, if so, whether he could provide a copy of the instrument to the committee. He declined to respond to that request. To be sure the proper person in the administration is receiving this report, it is being sent to both President Reid and Provost Bantz.

Cc: Professors Kilbey and Kong, Dean Mahoney, Vice President Gibbs, and Associate Provost Oliver

Report of the Association Nominees to the 2N Committee on Administration/Association Relations

Submitted on December 3, 2001, to:

Charles J. Parrish
President,
Wayne Chapter of AAUP-AFT

Irvin D. Reid
President, or his Designee
Wayne State University

Committee Members::

Michael J. McIntyre, Professor, Law School, Co-chair

John Oliver, Deputy Provost, Co-chair

Meredith Gibbs, Chief of Staff and Executive Vice President

Marlyne Kilbey, Professor, Department of Psychology, College of Science

Yi-chi Kong, Professor, Department of Immunology & Microbiology, School
of Medicine

Joan Mahoney, Dean, Law School

Submitted By:

Michael J. McIntyre, Marlyne Kilbey, and Yi-chi Kong
(Members appointed by AAUP-AFT)

Report of the Association Nominees to the 2N Committee on Administration/Association Relations

The 2N Committee on Administration/Association Relations was formed in accordance with a provision of the 1999-2002 contract between Wayne State University and the Wayne State Chapter of the AAUP-AFT. The charge for the committee was set up in a Letter of Agreement dated September 22, 1999. In general, the charge was (1) to "monitor the effectiveness" of the concrete measures that the Administration and the Association had agreed to take to improve the union environment at the university (2) to "recommend additional concrete steps that the Administration and the Association could take to enhance relations between the parties and to establish an appropriate environment." Some examples of possible concrete steps that the committee might recommend were listed in the Letter of Agreement.

The committee had its first meeting on April 10, 2000. In accordance with the charge to the committee, Professor McIntyre and Dr. Oliver were elected co-chairs. The committee met periodically over the next 13 months.

This report is prepared in accordance with the following provision of the Letter of Agreement:

The report of the committee shall be submitted to the President or his/her designee and to the President of the AAUP-AFT. Recommendations of the committee for future action by the parties may be implemented during the life of this contract by mutual agreement or may be taken as items for negotiation for the next contract. The Administration and the AAUP-AFT are pledged to treat the recommendations of the committee with the utmost seriousness.

Section 1 of this report describes the actions taken to monitor the concrete steps that the Administration and Association had agreed to take to improve the union environment at the university. Section 2 deals with the efforts made to take additional concrete steps to enhance relations and establish an appropriate environment. The committee will remain in existence through the life of the 1999-2001 contract and will issue an additional report if the need arises.

This report is submitted by the three members of the committee nominated by the Wayne State Chapter of the AAUP-AFT. The full committee was unable to agree on a report, due to a disagreement about the content of Section 2, Item 1, Paragraph 2. The text provided in the body of this report is the language submitted to the full

committee at a meeting on May 21, 2001, revised and circulated to the committee on May 30, 2001. The revision was made to accommodate a member nominated by the administration. The deadline set by the committee for completion of the report was May 30, 2001. The report was not completed at that time because some members of the committee nominated by the Administration had failed to complete certain parts of the report that they had agreed to write. One of the missing parts was completed some time thereafter and updated on October 15, 2001. The other missing part was completed, in very summary fashion, by a member nominated by the Association simply to get the report published. That part apparently was acceptable to all members of the committee.

Just when it appeared that the delayed report finally would be completed, Associate Provost Oliver, apparently acting with the concurrence of the other members nominated by the Administration, submitted a revision to the previously circulated language of Section 2, Item 1, Paragraph 2. That revision was received on November 1, 2001, and was rejected by the members of the committee nominated by the Association because they believed it was inaccurate. The perceived inaccuracies were communicated to the members nominated by the Administration. The members nominated by the Association waited a full month for a reply and received none. Concluding that additional discussions would simply exasperate Administration/Association relations, the members nominated by the Association decided to submit their own report.

The members submitting this report believe that the report reflects the consensus of the committee, with the exception of Section 2, Item 1, Paragraph 2, which does not include Associate Provost Oliver's proposed amendment. That proposed amendment is set forth in the Appendix, with redline and strikeout indicating the changes proposed by the members appointed by the Administration.

Section 1

Monitoring Agreed Concrete Steps

1. Provide Union Materials in Offer Letter and Give Union President Opportunity to Address New Hires

The University provided an opportunity for the AAUP-AFT president to speak to all new faculty members at their orientation session on August 29, 2000. The topic agreed to was promotion and tenure, a topic of major importance to the faculty members, the AAUP-AFT and the University. By all accounts this was a major success. The union vice president spoke at the orientation meetings for new faculty members in the fall of 2001. The participation of a union representative at this occasion is expected to continue in the future.

The University has incorporated material concerning the AAUP-AFT in all letters of offer for academic appointments. This practice will be continued by mutual agreement. The process has generally worked well, but there have been some occasions where material was not sent. Safeguards have been in place in an effort to correct these problems by the University.

2. Joint AAUP-AFT/Administration Orientation of Chairs and Deans

The University Administration and the AAUP-AFT agreed to hold a series of meetings to provided information to the Chairs and Deans about the AAUP-AFT-Wayne State University collective bargaining agreement and its implementation. This is in the best interest of both parties and has been implemented by scheduling meetings with a number of groups at which the President of the AAUP-AFT and the Associate Provost for Faculty Relations have jointly presented issues and procedures related to the implementation of the agreement. A number of these meetings have been held; additional meetings will be held in the coming year.

November 10, 2000	Liberal Arts
November 13, 2000	Medicine
November 28, 2000	Nursing
January 5, 2001	Libraries and Information Science Program
April 26, 2001	Fine Performing and Communication Arts

The meetings generally have been very positive with the exception of the meeting with Medicine, which was perfunctory with no significant interaction between the Chairs and the presenters.

3. Establish Link on Wayne State Website to AAUP-AFT Website

The Administration is obligated under the 1999-2002 contract to provide a link from its website to the website of the AAUP-AFT. In September of 1999, soon after the contract was signed, Professor McIntyre, acting on behalf of the AAUP-AFT, contacted Dr. Li Way Lee, Associate Provost for Faculty Relations Lee, to arrange for the link to be established. Dr. Lee relayed that request to the Vice President of the Division of Marketing and Communications — the office in charge of maintaining the university's website. The administration, however, took no immediate action to establish the link. Professor McIntyre pursued the matter vigorously over the course of the following year. Details on his actions are provided in the attached memo to the committee from Professor McIntyre.

Only after Dr. Charles Bantz took over as Provost and Senior Vice President for Academic Affairs, in September of 2000, was the link established. In their discussions, Professor McIntyre and Provost Bantz agreed that the link would be put on the home page of the university's website, under the general heading "About WSU" and would contain the following information: "AAUP-AFT (Academic Union)". The language that appeared in the link, however, was simply "AAUP-AFT". The union was not satisfied with this abbreviated form because of a concern that new faculty and academic staff might not be familiar with the union's name. Professor McIntyre immediately expressed to Patricia M. Gawlik, Administrative Manager to the Vice President of the Division of Marketing and Communications, and to Provost Bantz the union's dissatisfaction with the language in the link, but no change in that language was made at that time. In May of 2001, after Professor McIntyre filed his report with this committee, the link was revised to include the agreed language.

Section 2 Additional Concrete Steps Proposed by Committee

1. Union Proposal for Faculty Exceptional Service Award

The 2N Committee spent considerable time over a period of 7 months to draft a proposal for a Faculty Award for Exceptional University Service. It was agreed that it would be named "Board of Governors Faculty Award for Exceptional University

Service" and placed within the BOG statute of 2.44.01 UNIVERSITY AWARDS (attachment). It was also agreed that the criteria would be kept simple in the statute itself but would be amplified in a separate document to provide guidelines for the selection process (attachment).

Although the President, General Counsel and the Board of Governors all agreed to the general concept for establishing such an award by this mechanism, the proposal did not become a reality primarily due to a failure to reach final agreement regarding the selection process for the advisory committee. The 2N Committee had followed the generally accepted selection procedures used for many important university committees in that members are jointly appointed by the Provost and the Academic Senate Policy Committee. However, the Administration insisted that the President's designee appoint the members of the committee in accordance with the procedure followed for certain other Board of Governors awards.

2. Union Proposal for Release Time for Supportive Services to Members of the AAUP-AFT Bargaining Unit

At the October 2, 2000 meeting of the 2N Union Environment Committee, Professors Kilbey, Kong, and McIntyre presented a proposal to establish additional release time for individuals providing certain supportive services to members of the AAUP-AFT bargaining unit (see memo of September 22, 2000, attached). The proposal was discussed at the meeting of October 2, and the members of the committee appointed by the administration were asked to prepare a response. That response, which rejected the proposal and suggested an alternative, is also attached.

There was no further discussion of release time, with everyone agreeing that no agreement was likely.

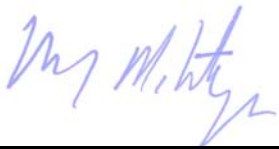
3. Administration Proposal for Speaker on Union Matters

The Committee discussed bringing a speaker to campus to talk about "best practices" in labor management relations. After considering a number of possible speakers and topics, it was decided that Douglas A. Fraser, former UAW International president and a University Professor of Labor Studies at Wayne State, would be invited to address a group of union and administration leaders, including the president and provost and department chairs, to discuss Labor Management for the 21st Century. The talk took place on September 25, 2001, and was well attended by both union and administration leadership. Professor Fraser was available to answer questions and joined

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December 3, 2001
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participants in a reception following the talk. The Administration and the Union shared the costs of presenting the event.

Report submitted this December 3, 2001:

A handwritten signature in blue ink, appearing to read "Michael J. McIntyre".

by Professor Michael J. McIntyre, co-chair of the committee
on behalf of the committee members nominated by the Association

Appendix

1. Memo from Professor McIntyre on Website Link
2. Union Proposal and Tentatively Agreed Language on Board of Governors Faculty Award for Exceptional University Service
3. Proposed Revision of Section 2, Item 1, Paragraph 2, Submitted By Associate Provost John Oliver, November 1, 2001.
3. Union Release Time Proposal and Administration Response

Memo

Wayne State University Law School

To: Union Environment Committee

From: Michael J. McIntyre

Subject: Link on Wayne Website to AAUP-AFT Website

Date: May 11, 2001

The 1999-2002 Agreement between Wayne State University and the Wayne State Chapter of the AAUP-AFT provides that the Administration shall provide a link from its website to the website of the AAUP-AFT. See Letter of Agreement dated September 22, 1999, from Dr. Li Way Lee, Associate Provost for Faculty Relations, to Professor Michael J. McIntyre, chief negotiator for the AAUP-AFT. This provision of the contract was suggested by the Administration as one small measure to promote better relations between the university community and the union and to mitigate what the union alleged was an anti-union climate at the university. The AAUP-AFT was already providing a link from its website to the university's home page.

Soon after the above mentioned contract was signed by the parties, I was asked by the union leadership to contact Dr. Lee and arrange for the contractually-mandated link to be established. I made a request to Dr. Lee to get the link established, and he promptly relayed that request to Dr. Jeffrey J. Stoltman, Vice President of the Division of Marketing and Communications. Dr. Stoltman's office is in charge of maintaining the university's website. Thus began a process that continued for a full year.

On over 25 separate occasions, I make a request to Dr. Lee, generally by e-mail but occasionally by phone or direct visit, for the link to be established. Dr. Lee took extraordinary steps to comply with the contract, repeatedly informing the Division of Marketing and Communications of the university's contractual obligation to make the link. Dr. Lee received repeated assurances that the link would be made and passed those assurances on to me. Unfortunately, those assurances proved to be false. Because I have designed and produced numerous websites, I was fully aware that establishing the link was technically a trivial matter, taking only a few minutes. I respectfully suggested on more than one occasion that the failure of the administration to make the link provided support to those who claimed that some members of the administration harbored some animus toward the union.

When Dr. Charles Bantz took over as Provost and Senior Vice President for Academic Affairs in September of 2000, I approached him about getting the link established. Provost Bantz

responded positively, and an extended exchange of e-mails ensued. To facilitate action, I suggested where the link might be established and designed a page with a link to the AAUP-AFT website and to the on-line version of the 1999-2002 contract that I had prepared. After some discussion, Provost Bantz and I agreed that the link would be put on the home page of the university's website, under the general heading "About WSU" and following the link to the student newspaper, *The South End*. It was also agreed that the link would contain the following information: "AAUP-AFT (Academic Union)". During the period that he was having discussions with me, Provost Bantz also had discussions with Vice President Jeffrey J. Stoltman to make sure there were no problems with the suggested arrangement. After this agreement was made, the link still was not established. For the next two weeks, I made inquiries of Provost Bantz and Associate Provost Li Way Lee. Provost Bantz has subsequently stated at a meeting of this committee that he had not been able to get the link established immediately due to the press of his other business.

At the end of the final delay period, I received a call from Patricia M. Gawlik, Administrative Manager to the Vice President of the Division of Marketing and Communications. She informed him that she was charged with establishing the link and requested a copy of the web page and associated graphics that I had provided to Provost Bantz. She also asked for a copy of the exact language that the link should contain. I immediately provided this material. The next day, a link was established. The language in the link, however, was simply "AAUP-AFT" instead of the agreed language of "AAUP-AFT (Academic Union)". I immediately contacted Ms. Gawlik to inform her that the language in the link was not in conformance with the agreement with Provost Bantz. In response, Ms. Gawlik stated, by e-mail, that she would not put the agreed language on the web site because of a Wayne website policy not to use parenthetical expressions on the home page. I copied this e-mail to Provost Bantz and asked that the agreed language be put on the university's web site. Provost Bantz made a non-substantive reply. After reporting the situation to the Executive Board of the AAUP-AFT, I decided not to pursue the matter any further.

Memo

Wayne State University

To: Union Environment Committee

From: Professors Kilbey, Kong, & McIntyre

Subject: Distinguished University Service Award

Date: September 22, 2000

The committee has discussed a general proposal to establish an award for university service. The members of the committee appointed by the association were asked to prepare a concrete proposal for consideration by the committee. That proposal is set forth below.

1. The proposed award would be granted annually to an individual for a variety of university services over some reasonable period (e.g. past five years), including but not limited to service through the union. Service to the general community outside the university, however, would not count, nor would service limited to a particular college or department. An award for external service may be an appropriate addition to the award structure of the university, but it should not be part of this award.
2. An individual should be selected for the award in a way that gives credibility to the award. In particular, the award process should be designed so that the award would not be perceived by the university community as a payoff to friends of the union or friends of the administration. We believe that the best way to give credibility to the award is to have the recipient selected by a blue-ribbon committee that included substantial representation of faculty.

For the first four years, we propose that the recipient of the award be determined by a five-person selection committee appointed by the following persons (or their designee): (1) Chair of the Board of Governors; (2) President of Academic Senate; (3) President of the AAUP-AFT; (4) President of the University; and (5) Provost. Thereafter, the selection committee would be made up of the last four recipients of the award and a person appointed by the Chair of the Board of Governors. If one or more of the past recipients is unwilling or unable to serve on the selection committee, a replacement would be selected by mutual agreement of the Provost and the Policy Committee of the Academic Senate.

3. We propose to limit the award to faculty members, thereby excluding academic staff and administrators from eligibility. We think the impact of the award would be weakened if university employees with very different duties and expectations were competing for the same award. The award would not be limited, however, to members of the AAUP-AFT bargaining unit. A major objective of the award is to signal to the university community that the university values the

university service of faculty members, including service provided through the union. We believe that this goal is best accomplished if faculty members having a range of service activities are eligible, without reference to their status as members of the union or of the bargaining unit.

4. We recommend that the award for distinguished university service be granted to one individual on an annual basis. That individual should be honored at the same forum used to honor faculty members for outstanding scholarship and teaching, and that individual would be given appropriate recognition in the program distributed at that event. The award should include a cash stipend, commensurate with the award stipend given to recipients of the major awards for scholarship and teaching. Our tentative title for the award is "The Board of Governors Award for Distinguished University Service."

5. One issue we were asked to review was whether the proposed award could be fit within the existing program for awarding recognition for service — the President's Exceptional Service Awards. For several reasons, we have concluded that the existing program would not be an appropriate model for the distinguished university service award we contemplate.

- The President's award is given by the administration on nomination by deans and other university officials. As a result, it is likely that these awards are viewed as rewards for services performed on behalf of the administration rather than for services to the university generally. For example, members of the administration's bargain team were nominated last year for an award (receiving an honorable mention), whereas members of the association's bargaining team were not nominated.
- The President's awards may give the appearance of being rewards for doing one's regular job in a particularly helpful way, perhaps with some release time. We envision the distinguished university service award reflecting performance outside one's normal job description.
- We think it fair to say that the President's awards do not enjoy the high status within the university community and especially among faculty members that we would like our proposed award to achieve. We think having only one award granted annually in a setting where scholarship and teaching are being rewarded and having the recipient selected by a blue-ribbon committee with substantial faculty representation are all important in helping the award earn the status we envision for it.

Proposed Language for Exceptional Service Award

2.44.01 UNIVERSITY AWARDS

NEW PROVISIONS: ADD AS NEW 2.44.01.190, AFTER BOARD OF GOVERNORS CERTIFICATES OF APPRECIATION

2.44.01.190 Board of Governors Faculty Award for Exceptional University Service

Purpose

An award shall be given each year to one faculty member who has contributed to the university through distinguished and substantial service activities within the university. Each award will consist of a citation, an engraved plaque, and an unrestricted grant in an amount to be set annually.

2.44.01.200 Criteria

The award will be based upon the faculty member's contribution to the university through voluntary participation in university-wide service activities, including service on joint committees established by the administration and the academic union, service on university-wide task forces, service on university search committees, service through the Academic Senate or academic union, service on a major university committee, such as the promotion and tenure committee, and voluntary service done at the individual's own initiative.

2.44.01.210 Eligibility

Only members of the Wayne State faculty are eligible to receive the award.-

2.44.01.220 Selection

Nominations for this award will be submitted in writing to the selection advisory committee. The selection advisory committee will be composed of five faculty members appointed by * _____. The recommendation of the selection advisory committee will be forwarded to the President who will make his/her recommendation to the Board of Governors.

* The Administration proposed the following language: "the Provost after consultation with the Policy Committee of the Academic Senate." The union members of the 2N Committee on Administration/Association Relations proposed "the Provost and the Policy Committee of the Academic Senate."

**Proposed Revision of Section 2, Item 1, Paragraph 2, of Report
Submitted By Associate Provost John Oliver,
November 1, 2001**

The committee, as well as Although the President, General Counsel and the Board of Governors, all agreed to the general concept for establishing such an award by this mechanism, but the proposal did not become a reality primarily due to a failure to reach final agreement regarding the selection process for the advisory committee or alternatively to modify the name of the award. The 2N Committee had followed the generally accepted agreed on a selection procedures for the committee used for many important university committees in that members are jointly appointed by the Provost and the Academic Senate Policy Committee. This process, however, is used for University awards, not for Board of Governors award and changing the name of the award was unacceptable to the AAUP-AFT. However, the Administration insisted that the President's designee appoint the members of the committee in accordance with the procedure followed for certain other Board of Governors awards committees; the AAUP-AFT would not accept this process.

Memo

Wayne State University

To: Union Environment Committee

From: Professors Kilbey, Kong, & McIntyre

Subject: Release Time Proposal

Date: September 22, 2000

At the last meeting of this committee, the members appointed by the administration asked the members appointed by the association to prepare a concrete proposal for additional release time. The requested proposal is presented below.

Background

On the final round of negotiations leading to the 1999-2002 contract between the University and the AAUP-AFT, the administration sought to persuade the association to accept, as a substitute for its fair-share proposal, a promise by the administration to take various concrete actions intended to mitigate what the association described as an anti-union environment at Wayne State University. The association ultimately agreed to this approach and made various proposals for inclusion on the list of concrete actions that the administration would take. One of the concrete actions was the formation of this committee with certain agreed items on its agenda.

Very late in the negotiations, the association proposed through the mediator that the administration agree to provide release time for individuals providing certain supportive services to members of the AAUP-AFT bargaining unit. The mediator reported to the association that the administration was prepared to consider the granting of release time, assuming that certain legal obstacles could be avoided. No agreement was reached, however, as to the number of release-time positions that might be approved. The association proposed release time of one course per year for two individuals in Medicine, Science, and Liberal Arts and for one individual in each of the other colleges/schools. The administration did not accept this proposal. As a counterproposal, it offered through the mediator to include on the agenda of this committee a good-faith consideration of the release time issue. The association accepted that offer, and the release-time issue has been included in the charge to this committee.

The principle of granting release time is not at issue. The university has long provided release time to certain officers of the association and to the association's chief negotiator during a bargaining year. This committee has not been asked to reopen that issue of principle. It is asked to make a recommendation as to whether some additional release time should be granted and, if so, the amount of that release time.

Proposal

The association proposes that the administration provide release time of one course for two faculty members for Winter Term 2001. For academic year 2001/2002, it proposes that the administration provide release time of one course per academic year for four faculty members. Individuals receiving release time under this proposal will be designated as information officers of the association. The services they provide will be made available without discrimination to all members of the bargaining unit.

The individuals to be granted release time under this proposal would be nominated by the President of the association. To avoid dislocations in the units where the individuals nominated for release time are located, the President of the association shall consult with the associate provost for faculty relations, who shall consult with the dean of the affected units. If it is clear that the grant of release time to a particular nominee will create serious staffing problems for that individual's unit, the President of the association shall make an alternative nomination.

Justification for Proposal

Under the collective bargaining agreement, the association is charged with providing extensive services to members of the bargaining unit. Its paid staff is small and must remain small under current economic conditions. Less than a third of the members of the bargaining unit are dues payers. All members of the bargaining unit, nevertheless, are entitled to services under the agreement. Raising dues to finance a larger staff is impractical, given the already severe free-loader problem that the association faces.

The association receives substantial donations of services from its members. The association members of this committee, for example, serve without compensation in any form. The association has concluded, however, that it cannot provide an improved level of services to members of the bargaining unit by relying exclusively on volunteers. The association is already hard pressed to provide the current level of services.

During the contract negotiations, the association charged that its membership problems are due in substantial part to the anti-union environment fostered by the prior administration. The administration repeatedly suggested that those problems are due significantly to the failure of the association to provide members of the bargaining unit with an appropriate level of services. It is obvious, however, that the association cannot increase the level of

services it provides without having additional resources available to it. An increase in release time is one of the few ways that those additional resources can be made available to the association.

When the 1999/2002 agreement was signed, it was anticipated by the association that this committee would take action on most of the negotiated items on its agenda during academic year 1999/2000. Given the delays that have occurred, it is important that the recommendations of this committee take effect as soon as possible. For that reason, the proposal calls for the appointment of information officers and the grant of release time no later than Winter Term 2001.



MEMORANDUM

TO: Union Environment Committee
FROM: Meredith Gibbs, Joan Mahoney, John Oliver
RE: Release Time Proposal
DATE: November 6, 2000

The Administration representatives on the committee have had the opportunity to meet to discuss the AAUP-AFT representatives' proposal on Release Time and we find the current proposal to be unacceptable. Our primary concern is that granting release time creates an unfair advantage for information officers engaged in AAUP-AFT activities. Currently, there are many faculty and academic staff members who dedicate considerable amounts of time on university service projects without receiving release time or any other remuneration. It seems unfair to us to elevate service to the union above so many other similarly worthwhile and important university activities.

As an alternative, we would like to propose for your consideration having the service of the information officers in all units count towards the service component for purposes of promotion and tenure and salary increases. This approach would then place service to the union on equal footing with service to the university generally and could be rewarded under the same circumstances.

**Agreement between Wayne State University and the Wayne State University Chapter of the
American Association of University Professors-American Federation of Teachers, Local 6075**

August 1, 1999-July 31, 2002

**Article XI
Participation in Association Activities**

Since the American Association of University Professors has historically been a professional organization, professional participation in Association activities shall be credited as University service in the same manner that other professional service is credited.