



# FA Courier

## CRISIS

### ~~Welcome Back~~ Edition!

I had hoped that my first edition of the *FA Courier* would be an upbeat celebration of the beginning of new academic year. Instead, I am informing you that our current state of negotiations is **CRISIS** situation that requires your involvement.

There is a **“must attend”** FA General Membership at 4:30 p.m. on Monday, August 15<sup>th</sup> at the Comfort Inn & Suites Conference Center. One of the primary intents of this meeting is for the FA membership to take a job action.

The current administration table position is a “take it or leave it” package of rollbacks:

- (a) forcing us to change medical insurance;
- (b) forcing us to accept their definitions of workload; (c) forcing members to leave the bargaining unit; (d) forcing us to accept new as yet unwritten standards for promotion and tenure;
- (e) forcing us to accept rollbacks in promotion adjustments;
- (f) forcing us to spend more time in rank before seeking salary adjustments; and
- (g) forcing us to accept reductions in retirement contributions.

This current administration table position is simply unacceptable.

## Bargaining Recap

Formal negotiations began on April 29; after about 20 face-to-face sessions, the Administration called for a mediator; after only 3 sessions with the MERC-appointed mediator, the Administration announced its intention to file for fact finding; both the Administration and the FA filed petitions for fact finding. Since that time (July 14), there have been no further bargaining sessions nor are there any currently scheduled. The FA Bargaining Team is ready to return to the table at any time the Administration chooses.

## Bargaining Recap (con't.)

On July 21 a meeting of the FA membership was held to explain the major points of contention between the FA and the Administration bargaining teams. Some 240 members attended the session to hear from representatives of the FA Bargaining Team. Also, in attendance were representatives from MEA Legal and the Crisis Assistance Team (CAT).

The FA Crisis Committee, under the leadership of Liz Morris (LIB) has been activated. Liz has filed the CAT Team application and is working with MEA on coordination of crisis planning. The crisis subcommittee chairs are: Jeff Smith (BCA), Communication; Paul Natke (ECO), Job Action; Jeff Betts (HSC), Headquarters; Heather Polinsky (BCA), Picketing; David Lopez (IET), Finance. There are many others who have been active with these subcommittees. To be successful in realizing a fair contract, all faculty need to be involved on crisis committees. Your input and service on various committees will contribute toward a new contract. Please contact the subcommittee chairs directly.

## Crisis Strong – In Solidarity

As we return to campus and prepare for Fall semester, we must remember that we are in uncharted waters – we have neither a new contract nor a contract extension. This is serious. Do not compare this bargaining situation with any in recent years. I want to thank you all in advance for your patience and support. It is much more than a simple truism that united we stand. If we wish to succeed in our struggle for a contract that values and respects our contributions to the university, then we must all be willing to act in concert in the face of what I'm sure will be an escalating cycle of misrepresentation of our positions by the administration, reliance on the anti-union sentiments in the Michigan legislature, and attempts to bully us into submission by accepting a contract that is nothing less than a blatant attempt to weaken the FA and a slap in the face to the all of the dedicated faculty at CMU.

## So, the contract expired – now what?

You should all have received a document from Tim Connors entitled, "What happens on July 1 if there is no new contract?" (a copy is attached to the e-mail with this *Courier*). If you haven't read it, please do so as it outlines some of the ways that you are being/will shortly be affected. Our 12-month colleagues are

## **So, the contract expired – now what? (con't.)**

already feeling the pinch. Beginning with their July 15<sup>th</sup> pay, they saw increased costs in MESSA insurance as CMU continues to pay the amount from the expired contract while we must pay 100% of the premium increase from 2010-11 to 2011-12. 10-month employees will see this take effect with the August 31<sup>st</sup> pay.

If you were expecting a salary increase due to promotion or professor salary adjustment you should be prepared for disappointment. Unless the administration changes its position, your increase will not take effect until a new contract is signed and, if the administration has its way, your increase may well be less than what was included in the expired contract. And, thanks to the Michigan legislature and PA 54, when a new contract is signed it may **not** contain any provision that makes raises or insurance payments retroactive.

## **State of the University**

“The state of the university is good: the state of the university is strong.” (Dr. George Ross, CMU President, August 19, 2010).

In late September 2010, *CM Life* quoted Stephanie Comai, former chair of the CMU Board of Trustees; Ms. Comai said, “[CMU] is a rock-solid place financially.”

At that time, and now, the FA has been in full agreement with this statement. Even with a cut in state appropriations of approximately 4% of CMU's total operating budget, CMU remains rock-solid financially.

CMU has “**A+**” **rating** from S&P and Moody's has given an “**A1**” **rating**, which the corporation considers as “high quality” (Carol Hass, Director of Financial Planning and Budgets, Central Michigan Life, 10/21/10).

The administration continues to expand through the addition of more and more Senior Officers while the number of full-time tenured faculty remains static at best. SO salaries have increased over 25% over the past few years while that of the faculty has grown only 10%.

To date, the administration has not shown any indication that it faces financial exigencies that would prevent it from offering **all** employees modest increases in salary and benefits. They would rather remind us that “times are tough” in Michigan. Yes, they are although record profits (and employee profit sharing!) from some of Michigan's oldest manufacturing sectors gives strong indication that

### State of the University (con't.)

things are looking better. The administration would rather remind us that "we are lucky to have a job" than focus on rewarding its biggest strength – its employees – as we work to build a better CMU.

The administration table position includes the following:

- Exclusion from the FA** of coaches, librarians, and counselors hired on or after July 1, 2011 and faculty whose primary appointment is to the College of Medicine and/or other CMU First Professional Degree program or other professional program.

- Inclusion of administration-approved** language strengthening the quality requirement of application materials.

- Extension of time in rank** from 4 to 5 years for Professor Salary Adjustment.
- Language allowing the administration to "clarify" faculty workload and permissible adjustments to such.

- Increasing the cap on CMU earnings** to 145%, contingent upon acceptance by FA of language regarding supplemental assignments. Only chair stipend is excluded from the calculation.

- Language designed to maintain administration control** of off-campus and online programs as a management right.

- Salary:** 0% increase for 2011-12; 1 %+\$830 for 2012-13; 1 %+\$835 for 2013-14.

	Administration Table Position	FA Table Position	
2011-2012	0	Fall: 0	Spring: 1% + \$1000
2012-2013	1% + \$830	Fall: 1% + \$500	Spring: 1.5% + \$500
2013-2014	1% + \$835	Fall: 1.25% + \$500	Spring: 1.5% + \$500

## State of the University (con't.)

·**Rollback of Salary Adjustments** for Promotion and Completion of Appropriate Terminal Degree:

	Amounts per 2008-2010 Agreement			Administration's Proposed Amounts for 2011-2014		
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
For promotion to						
Professor/Prof. Salary Adj.	7,000	7,250	7,250	6,000	6,500	7,250
Associate Professor	6,000	6,250	6,250	5,000	5,500	6,250
Assistant Professor	2,500	2,500	2,500	2,500	2,500	2,500

·**Maintain Health and Prescription Drug contributions** until January 1, 2011, then conversion to CMU plan at CMU rates paid for other benefit eligible CMU employees.

·**Base-salary only used for retirement contribution** - overloads, supplemental CMU pay, etc., not included.

·**Reduction in summer course salary** from current level (.0278 times the bargaining unit member's ten (10) month base salary for each credit hour taught) to a flat rate of \$1470 per credit hour. Approximately 93% of faculty would see a reduction in summer pay at the proposed \$1470/hour rate.

·**Tuition Remission would not be applicable** to College of Medicine or any future First Professional Degree Program or other professional program.

## What Is In The Administration's Current Proposal?

### Rollback, Rollback, Rollback

**FYI:** The Cost of the FA's salary proposal, as a percentage of the annual budget: **.5%** (one half of one percent)(Source: Minutes from July 21, 2011 FA General Membership Meeting)

# How do we compare?

• **Comparative Salaries for MAC Universities (2009-2010; in thousands of dollars)**

Institution	Average salary rank	Full Professor	Associate Professor	Assistant Professor	Average Salary	Average Benefits	Average Total Compensation
Univ. at Buffalo	1	128.4	88.8	73.6	98.2	27.9	126.1
Western	2	97.8	74.5	58.4	79.4	39.5	118.9
Miami Univ.	3	102.8	73.9	64.3	74.5	28.1	102.6
Eastern Mich.	4	90.7	73.2	62.5	74.1	26.5	100.6
Kent State	5	103.6	74.6	61.3	72.1	22.8	94.9
Univ. of Toledo	6	102.2	79.8	66.3	71.9	23.9	95.8
Ohio Univ.	7	97.6	73.7	57.8	71.6	19.1	90.7
Akron	8	92.6	69.8	61.2	71.4	21.6	93.0
<b>CMU</b>	<b>9</b>	<b>95.7</b>	<b>72.6</b>	<b>58.3</b>	<b>71.3</b>	<b>26.2</b>	<b>97.5</b>
Northern Illinois	10	90.7	69.7	62.3	67.3	19	86.3
BGSU	11	92.6	70	57	62.5	17.2	79.7
Ball State	12	81.4	63.3	52.1	58.6	22.5	81.1
<b>MAC AVERAGE</b>		<b>98.0</b>	<b>73.7</b>	<b>61.3</b>	<b>72.7</b>	<b>24.5</b>	<b>97.3</b>

• (Source: NEA Higher Education Advocate Salary Review, Spring 2011)

	Full Professor	Associate Professor	Assistant Professor	Average Salary	Average Benefits	Average Total Compensation
MAC AVERAGE	98.0	73.7	61.3	72.7	24.5	97.3
<b>CMU</b>	<b>95.7</b>	<b>72.6</b>	<b>58.3</b>	<b>71.3</b>	<b>26.2</b>	<b>97.5</b>
Amount CMU is below MAC average	2.4%	1.4%	4.8%	2.0%	-6.8%	-0.2%

● **NOTE:** These are figures for 2009-2010. Although CMU is was very near the MAC average in terms of average total compensation at that time, other MAC schools have been negotiating increases. Under the administration’s proposal, CMU would face a cut: A major short-term cut would be in the area of benefits, with cuts ranging from \$950-\$3000; in the long run, cuts to the promotion system would place a long-term drag on CMU’s ability to maintain its position relative to other MAC schools.

**• How do we compare? (con't.)**

**Data on Recent Contract Settlements at Michigan Public Universities**

Institution	Salary Increases x Year			Benefits					Fund Equity	
	Year 1	Year 2	Year 3	Health care	Retirement	Vision	Dental	Other		
CMU Proposed (2011-14)  [Admin. Proposal]	0%	1% plus \$830	1% plus \$835	\$443 – Single \$919 - 2 Person \$1,112 - Family	12% if hired before 1996 excludes supplemental earnings  10% if hired after 1996 excludes supplemental earnings	0%	\$24 – Single \$50 - 2 Person \$59 - Family	Recreation membership \$0  Parking \$185	61%-2010	
CMU (2008-11)	3% plus \$500	3% plus \$525	3% plus \$550	\$523 – Single \$1175 - 2 Person \$1305 - Family	12% of total salary if hired before 1996  10% of total salary if hired before 1996	0%	\$29.25 – Single \$61.50 –  2 Person \$72.75 - Family	Recreation membership \$0  Parking \$185	55% - 2009	
Oakland (2009-12)	0%	1%	3%	100% coverage to the cost of the highest plan	14% - 15% depending on hire date	100%	100%	Paid conferences Parking \$0	42.5%	
Ferris (2010-13)**	2%	2.2%	2.5%	Up to \$1327 per month.	12% of total earnings	Included in medical	Included in medical	Parking \$0	38.8%	
Wayne (2009-12)	2%	2%	2%	\$591 – Single \$1343 - 2 Person \$1668 - Family	10% faculty contribute 5%	100%	100%	Parking x semester	29.2%	
SVSU (2011-14) *	1.5%	2.5%	2.5%	\$624 – Single \$1088 - 2 Person \$1232 - Family	12% for all faculty	100%	100%	Recreation membership free Parking \$20 Paid conferences	28.3%	
Eastern (2010-12)	1%	2%	N/A	\$500 – Single \$1,000 - 2 Person \$1200 – Family \$1400 – Family>4	11% for all faculty	Included in medical	100%	Paid conferences Parking \$0	21.6%	
Western (2011-14)*	0%	2% merit	2% merit	91.0%Single 75.5% Person 71.7%Family	9%  10%  11%	0%<1%  1%<2%  2% or more	100%	100%	Recreation membership free Parking \$20 Paid conferences	-15.9%

SVSU \* Healthcare increases 3% in year 2 and 3; vision and dental 100%; Western\* \$400 lump sum to go toward health care January 1, 2012

Salary\*\*

Ferris \*\* \$850,000 for market adjustment as well as internal equity adjustments

• **CMU Compensation and Tuition Compared to Compensation at MI Community Colleges**

	Average Salary (in thousands of dollars)	Average Benefits (in thousands of dollars)	Average Total Compensation (in thousands of dollars)	Tuition & Fees, 2009-2010, per semester
<b>Michigan Community College Averages</b>	<b>72.3</b>	<b>30.7</b>	<b>103</b>	<b>1291.60</b>
CMU	71.3	26.2	97.5	5,085

- Summary: At Michigan community colleges, average tuition is a little more than a quarter of CMU's, but their faculty compensation is about 5% better.

## We Need You to Volunteer

The Crisis Picket Committee is planning informational picketing for the residence hall move-in days. Faculty will be carrying signs and passing out flyers informing parents and students of our contract/bargaining situation. The FA needs you to come out in large numbers. Every single faculty member needs to sign-up for one of the following shifts each day. We are job action ready.

To sign-up contact Picketing Committee Chair, Heather Polinsky at [hepolinsky@yahoo.com](mailto:hepolinsky@yahoo.com)

**Thursday, August 18th: All faculty need to sign-up for one of these shifts**

Location 1: North end of the Tower Complex

Thursday, August 18 12:00 – 2:45 PM

Thursday, August 18 2:15 – 5:00 PM

**Or**

Location 2: By the UC on the south side of Preston

Thursday, August 18 12:00 – 2:45 PM

Thursday, August 18 2:15 – 5:00 PM

**Friday, August 19th: All faculty need to sign-up for one of these shifts**

Location 1: North end of the Tower Complex

Friday, August 19 12:00 – 2:45 PM

Friday, August 19 2:15 – 5:00 PM

**Or**

Location 2: By the UC on the south side of Preston

Friday, August 19 12:00 – 2:45 PM

Friday, August 19 2:15 – 5:00 PM

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