



## In this issue:

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## Featured in This Issue:

# Decide the Future of UPI

## UPI Elections

Do you have an opinion on the UPI? On the most recent round of negotiations? On the status of the Contract? Want to weigh in on these issues in a more meaningful way? If so, then you should run for a leadership position in the UPI (elections scheduled for April 2012).

In the next month our nominating committee (Terry Schuepfer, Breckie Church, Audrey Natcone and Laura Sanders) will be gathering candidates for the Chapter elections, and we ask you to nominate yourself or a colleague for one of the following positions: President, Executive Vice-President, Secretary, or Treasurer (full descriptions of these positions can be found in the UPI Chapter Bylaws recently circulated by email from Terry Schuepfer).

The Committee will be seeking nominations for President, Vice-President, Secretary, and Treasurer of the Local 4100 as well, and if you are interested in serving the Union at the state level, now is your opportunity to run for these positions.

At NEIU, we also will be seeking Representatives for our main constituencies (all of whom will serve on the UPI Executive Board at NEIU):

- Two reps from the College of Arts and Sciences
  - One Teaching Professional, one Instructor
- Two reps from the College of Education
  - One Teaching Professional, one Instructor
- One rep from the College of Business and Management
  - Teaching Professionals
- Two reps from the Academic Support Professionals
  - One from the main campus, one from the satellite campuses
- One rep from the Resource Professionals

## Vote On By-Law Revisions

We are currently voting on changes in our UPI bylaws to recognize the creation of our new Sick Leave Bank (a significant accomplishment from our last negotiations that should leave all UPI members more secure if they face illness) and the establishment of more members of the UPI Executive Board. Specifically, NEIU's Executive Board will be expanding (with your approval) to allow for At-Large Representatives from the following groups:

- Two reps from the Teaching or Resource professionals
- Two reps from the Instructors
- One rep from the Academic Support Professionals or Academic Resource Professionals

As our faculty and staff continue to grow and become more diverse, UPI leaders recognize that we need more voices at the table. We need you to maintain the voice we have in our local working conditions and to be part of the nationwide effort to stand up to those on the national scene who value cost control and union busting over quality education. You can vote on the bylaw changes at [http://www.surveymonkey.com/s/vote\\_on\\_proposed\\_changes\\_to\\_bylaws](http://www.surveymonkey.com/s/vote_on_proposed_changes_to_bylaws).

### Please vote by January 31!

For more information on all these subjects and to nominate yourself or others for a leadership position in the UPI (NEIU Chapter or Local 4100), come to one of the following meetings:

Wednesday, Feb 15, 2 - 3:15 pm in LWH 1001

Thursday, Feb 16, 3 - 4:15 pm in LWH 1001

## Political/Academic Forums at NEIU

### Discussion: Surviving the Attack on Public Sector Unions

In preparation for Union elections this spring, the NEIU-UPI Political Education Committee is sponsoring the discussion: **Surviving the Attack on Public Sector Unions**. The session will be held on **January 31** in LWH 2071 from 3:00-4:00. The invited speakers are John Wilson, editor of "Illinois Academe" and member of the Illinois AAUP's Committee on Academic Freedom and Tenure, and Dennis Kosuth, a nurse at Cook County Hospital and member of the National Nurses' Organizing Committee. John Wilson has been a highly visible supporter of faculty rights on Illinois university campuses, and Dennis Kosuth has been active in the National Nurses' Organizing Committee, the Union newly chosen to represent Illinois nurses. Wilson and Kosuth will speak to us about the challenges facing academic unions in particular, and public sector unions in general, and about the various ways Union leaders and members have faced these challenges. Each of the speakers will give a short presentation, as prelude to a general discussion of the topic.

The NEIU-UPI Political Education Committee is sponsoring this event to help educate all of us about the issues we face in the immediate future, here in Chicago and at the national level.

### Discussion: Academically Adrift

Along with other campus leaders, the UPI and the Faculty Senate are co-sponsoring a panel discussion on the recent book, *Academically Adrift*, by Richard Arum and Josipa Roksa, on Friday, February 3. This is the latest best-selling work to question the worth of a college education today and it has received considerable press. How should we, as an institution, respond to characterizations of our ineffectiveness or even of our purported "failure?"

This event will feature a panel of six faculty members who will provide short responses to the book, followed by a collective consideration of the real "value" of an NEIU education, and just as important, how we demonstrate that value.

Everyone is invited! Please attend and join in the discussion of our teaching and our university.

Friday, February 3, 2012, 8:45a -12:30p, followed by lunch

Alumni Hall

Coffee and LUNCH will be provided to participants

RSVP: email Sabrina Guth at [s-guth1@neiu.edu](mailto:s-guth1@neiu.edu)



**Cyndi Moran**, Associate Professor—Communication, Media and Theater & UPI Grievance Officer

## A Report From Our Grievance Officer

The fall was fairly busy in the land of Contract compliance. Terry Schuepfer and members of the Administration held several training sessions with the Deans' councils to address the new DPC/evaluation procedures. Steve Frankel and Elliott Lessen worked to format and ready the new contract for printing. Terry, Steve, and I answered many contract-related questions. Often bargaining unit members, chairs, and others just need clarification of a process or the name of a contact to straighten out a glitch. We have also sat in on discussions of program reorganizations, and worked especially hard and collaboratively with the Administration on an issue involving an employee sanction.

At this moment, NEIU has no grievances filed under the new Contract. Since the Contract was settled, things have been relatively quiet, with a handful of issues (overload pay, workload assignment, membership status, degree recognition) rising to the level of grievance exploration. Both sides have worked hard to resolve issues informally. Some were indeed resolved satisfactorily without needing to file a grievance. In two cases an informal resolution was not reached, but we did not have sufficient Contractual basis to file a grievance.

We are, however, in the process of filing the first grievance of the new Contract. The issue involves the use of a personnel file, and despite significant attempts we have not been able to reach an informal resolution. This grievance will be the first under the new grievance procedure, and it will be interesting to see how the use of a neutral facilitator and panelists impact the process and resolution.

Finally, as we enter the critical stages of the evaluation process for faculty and approach spring workload assignments, we recognize that these are the areas where we typically experience the most disputes. The UPI team is committed to working together to assure that the Contract is implemented fully, and we intend to continue to work with the Administration to resolve any issue that arises at the lowest level possible.

## Upcoming UPI Events & Announcements

### Surviving the Attack on Public Sector Unions.

The NEIU-UPI Political Education Committee is sponsoring this discussion. The invited speakers are John Wilson, editor of "Illinois Academe" and member of the Illinois AAUP's Committee on Academic Freedom and Tenure, and Dennis Kosuth, a nurse at Cook County Hospital and member of the National Nurses' Organizing Committee.

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Alumni Hall  
Coffee and LUNCH will be provided to participants  
RSVP: email Sabrina Guth at s-guth1@neiu.edu**  
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### UPI Election & Information Meetings

For more information about our union issues, to nominate yourself or others for a leadership position in the UPI (NEIU Chapter or Local 4100) and vote, come to one of the following meetings:

**Wednesday, Feb 15, 2 - 3:15 pm in LWH 1001  
Thursday, Feb 16, 3 - 4:15 pm in LWH 1001**

## Comments? Suggestions?

### Please contact:

Tim Barnett at tbarn12000@yahoo.com or x5822  
Chuck Steinwedel at csteinwedel@comcast.net or x5624

**Thanks to** Paul Lempke, Michael Armato, Shelley Bannister, Steve Frankel, and Zach Schiffman for their assistance.



## Changes to Instructor Evaluations

The new contract makes some significant changes to Instructor evaluation that go into effect this year.

First, every Department needs a new Instructor Application of Criteria (IAC) that defines the expectations of Instructors' job performance, and this new IAC will have only two possible outcomes: Satisfactory and Unsatisfactory (Highly Effective has been removed as an option). Significantly, the Contract requires that Instructors be allowed to participate in writing the new IAC, and Departments can also decide that Instructors may serve on the Department Personnel Committee (DPC) that evaluates Instructor teaching.

Also, longer-term Instructors will no longer be evaluated every year. If you have 5 consecutive years of at least Satisfactory evaluations, you will go through a complete evaluation every 3 years rather than every year. In the other two years, you will be evaluated by the Department Chair only. (Implementation of this policy will start this year and will be based on the number of years you have been in the unit. If you have been here for 6, 7, 9, 10, 12, 13...etc. years, you will not undergo a full evaluation. However, if this is your 8th, 11th, 14th, etc. year, you will need to complete a full evaluation

this year. You will, however, be eligible for the simpler evaluation process next year.)

The largest changes have been made to an Instructor's ability to challenge an Unsatisfactory evaluation. In a full evaluation, the Chair and DCP write separate evaluations and send them to the Dean for a final decision. Instructors can now ask for reconsideration of a negative evaluation from the Department Chair or DPC, and can appeal a negative evaluation to an Instructor Appeals Committee made up entirely of Instructors. If the Instructor Appeals Committee issues a Satisfactory evaluation, that along with the Chair and DPC evaluations, are sent to the Dean for a final decision.

Finally, Instructors need to remember one element of the Contract that has not changed: You need to write a letter each year to your Department Chair requesting employment for the following year. To be hired back for next year, remember to write a simple letter to your Chair requesting employment by **February 15th, 2012.**

An FAQ on the new evaluation article is available on the UPI website and details these and other changes.

## Who is Eligible to be in the Union?

The Criteria for Entry into the Bargaining Unit and eligibility for Union membership are as follows:

### Teaching Professionals and Resource Professionals:

Membership in Bargaining Unit immediately upon hire.

**Instructors:** Membership in Bargaining Unit after having taught fifteen (15) credit hours with no more than a total of three semesters break in employment. These hours can be nonconsecutive but they must comprise two (2) credits or more per semester.

**Academic Resource Professionals:** Entry into the Bargaining Unit occurs after one year's employment at 100% or after two years if appointment is 50% or greater.

**Academic Support Professionals:** If the position is state-funded then entry into the Bargaining Unit is immediate upon hire. If the position is grant-funded, membership in Bargaining Unit occurs after one year's employment at 100% or after two years if appointment is 50% or greater. Academic Support Professionals employed hourly on grant funds. Entry into the bargaining unit occurs after employment of at least 1560 hours (at least 80%) within 12 months of the hiring date.

## Have You Signed a Member Card?

Having the largest representation of NEIU faculty and professional staff is essential to the health of the Union. Many assume that a person is a member if dues are deducted from their paychecks. However, in order to be able to vote in Union elections and enjoy Union benefits, a member of the bargaining unit must sign a membership card. More than 500 NEIU teaching professionals, instructors, academic Resource professionals, and academic support professionals have already done so.

Since all members of the bargaining unit benefit from Union-negotiated contracts, Illinois law allows unions to collect "fair share" funds from all employees regardless of union membership. In the UPI's case, Fair Share contributions are the same as Union dues, so joining the UPI does not increase deductions from your paycheck.

Please contact Mary Ellen McGoey, our membership chair, at m-mcgoey@neiu.edu if you would like a membership card or fill out the card below and forward it to her in the Department of World Languages and Cultures.

<http://www.upi4100.org/neiu/>



### University Professionals of Illinois

Local 4100  
IFT, AFT, AFL-CIO

I hereby authorize a deduction in the amount certified as the current rate of deduction to be withheld from my pay in accordance with the State Salary and Annuity Withholding Act (Membership Dues to UPI may not be deductible for federal income tax purposes.)

### Membership Dues

Payroll Deduction Authorization  
State of Illinois

### Deduction for the UNIVERSITY PROFESSIONALS OF ILLINOIS, Local 4100, IFT, AFT, AFL-CIO

Last Name	First Name	Middle Initial	ID number
Street	City / State	Zip	Home Phone
University	Dept./Unit	Classification / Rank	Campus Address
Campus Phone	Preferred E-mail address	Payroll Code No. (for payroll office use only)	Effective pay period
Signature	Please forward completed cards to your Chapter President.		Today's Date