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A Provost's View

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A Provost’s View

Margaret E. Winters
Provost and Senior VP for Academic Affairs
Wayne State University
April 7, 2014
Interaction of Provost & Labor Relations

• The Provost is Chief Academic Officer
• Interaction with faculty unions
  • Hiring
  • P&T
  • (Non-) retention of faculty & staff
  • Assorted personnel issues
• Approval for personnel actions
• Right to work and contract length
  • Legislation passed on December 12 and became law 90 days later
  • Contracts to comply when reopened
  • Results at Wayne State
    • 8-year contract
    • Performance review (NOT post-tenure review)
    • 50% a-t-b and 50% merit in raises
• On-line instruction
  • How different is it from classroom teaching?
  • Should it be compensated differently
  • Who should decide?
Issues in Michigan

- Graduate research assistants and unionization
  - Differentiation between teaching and research assistants
  - University of Michigan challenge and Republican legislation
  - Appeal in progress
Issues in Michigan

• Status of part-time faculty
  • A growing concern nationally and in Michigan: note the bitterness in commentary
  • WSU part-timers already unionized
    • Limited seniority rights
    • No benefits
    • Better salary than before
    • Better participation in home unit than before
  • Elsewhere still being resolved
Questions?