

A vote for me is for yourself and for your future at WIU. For over a decade, I've proudly served you in union leadership positions such as secretary, vice president, and most recently as your president. This service has been in difficult times but under my leadership UPI effectively defends:

- **Contract**—Whenever the contract has been violated, UPI has mounted a vigorous defense. We prefer to resolve issues at the lowest level and without going through the formal grievance process. It is not unusual for us to reach an amicable resolution to our differences with the administration. For instance, the administration and UPI had a disagreement about how the 3% deferral should be calculated. Dana Lindemann and Molly Homer resolved this issue without a need for filing a grievance. We tried to resolve the December 2015 layoffs without the need for a formal process. UPI attempted to negotiate an amicable resolution to the layoff violations as a way of avoiding a grievance. When negotiations failed, we then turned to the grievance process, then to the arbitration process. Over the last 2+ years we pursued justice for these violations with resolve. UPI is still pursuing them and I am resolved we will continue to do so until we reach a conclusion. What is true of this most complex case is also true of smaller cases. UPI is always open to work things out informally if possible, but if necessary I will go the distance to protect our members.
- **Tenure and Tenured faculty.** The layoff grievances, arbitrations, and ULPs are the most dramatic form of this defense. We have also quietly, and often successfully, aided members whenever tenure, retention, or promotion processes have been violated. It is for this reason that UPI has taken an interest in the way student evaluations are used for retention, tenure, and promotion.
- **Unit B Associate Faculty.** During my presidency, UPI contributed to a joint administration / union committee that investigated the creation of creating a meaningful career ladder for our Unit B faculty. That committee's recommendations provided the basis for our discussions of a promotional ladder for Associate Faculty.
- **ASPs.** During my term UPI has contributed to joint administration/ union committee that looked at devising a fairer workload for our Academic Service Personnel. UPI has successfully pushed back when non contractual standards are applied to the evaluation of ASPs or when ASP workloads are increased without appropriate compensation. I have made special efforts to have separate membership meetings for ASPs as their concerns are often distinct from those of the faculty. I have worked to diversify our union's leadership by encouraging ASPs to run for office.
- **Minima structure.** I am as committed to retaining the minima structure as the administration is committed to ending it. If anything our minima structure needs to be improved so that our Unit B faculty and Unit A Assistant Professors are at the peer averages.
- **Raises.** We took a 2% raise in the fall of 2015, a raise that had been negotiated with the administration two years before on the understanding that the next time the administration came to us for a giveback, UPI would say no. We would

say, “No,” because for a contract to have meaning, it needs to be stable and it needs to be followed. They came to us for the raise. I said, “No.” When the administration came to me for money in the Spring of 2016, we agreed to a deferral—not an across the board cut. UPI believed the impasse was a temporary political crisis and that there was no need for our members to take a permanent pay cut to ease cash flow problems created by the Governor. I believe that our members deserve a just wage. I also believe that our members, whether above or below the minima, deserve an opportunity to be rewarded for outstanding work. UPI has suggested mechanisms for both these things to happen.

- **Due Process.** Under my leadership, as under the leadership of those who came before me, UPI has been a vigorous defender of due process. As indicated above, we guard the RTP process. We keep an eye on any Professional Improvement Plans that we know of, making sure the rules are followed. If a member is called to a disciplinary meeting, we are beside him to make sure a person is in fact guilty as charged, that the evidence supports the charge, that the charge is not brought by persons unknown, that any discipline that is meted out is proportionate to the violation. I work hard to make certain that people never attend disciplinary meetings alone. If a member is in crisis—Rich Filipink and I will meet with them no matter the day or the hour.
- **Free Speech.** For years the Board of Trustees were in violation of the Open Meetings Act when it came to allowing members of the public to address the Board. After Scott Palmer (History) openly challenged them on this at a meeting, I filed an Open Meetings Act complaint with the Public Access Counselor in the Attorney General’s Office. The Public Access Counselor determined that WIU Board of Trustees was in violation of the Act, as a result of which the Board of Trustees came into compliance with the Act. I have also filed numerous Freedom of Information Act (FOIA) requests over the years to get information into the public square—where it can be discussed. Free speech is muted when the public has no access to the information it needs.
- **Working Conditions.** Biology faculty felt that their labs were unsafe when I was elected. They told me about it and I began two years of agitating (with the expert help of Richard Janoski (Law Enforcement) and Susan Meiers (Biology)) for improvements; for better eyewash stations, better placement of fire extinguishers, better means of dealing with chemical burns. Slowly things got better and safer for our faculty and our students.
- **Union Values.** I believe that we are stronger together than we are apart. I believe that strong (the many, the powerful) should protect the weak (the few, the powerless), that rules should be fairly applied, and that things can be better if we use our collective intelligence and wisdom, if we stick together, if we share a common resolve. Anything accomplished under my leadership was not accomplished by me alone. Not the grievances, not the negotiations, not the marches, not the protests, not the lobbying, not the defense of due process, not the socials, not the armbands—none of it was done by me, alone. It was done by us, together. I believe that we can make WIU a better place to work, a better place to learn and research, a better place to have a career, a place good for the

many—and also where individuals can thrive. I believe we can negotiate those two goods. We have before. We will now.