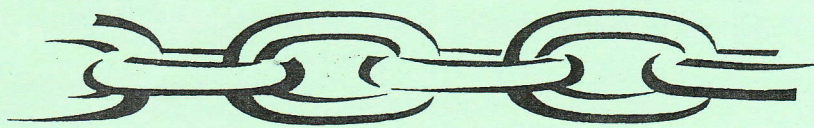


Lecturers' Link



Fall, 2010

John Bulmer, Editor jb48160@comcast.net

From our EMUFT President:

Hello EMU-FT Members,

It is my privilege and pleasure to greet you at this important juncture of our Union's existence. We are now a union of part and full time lecturers entering into a most exciting time here at E.M.U. Soon the part time unit of our union will be entering negotiations with the University administration so that their voices can be heard and more equality can be realized for all not-tenure track folks who teach at E.M.U. The work and the challenges are great, but I have watched many part time folks step up to the plate in a whole host of amazing ways during the past year. The fruits of their "labor" are soon to be realized. A survey has been constructed that I hope all part time lecturers will fill out in a timely fashion. This represents a vehicle for all part timers to be heard so that when the bargaining team embarks into negotiations the priorities of all will be solid. Please go to the union office (110 King Hall) if you have not yet filled out a survey so that we can ascertain what exactly you hope our team will negotiate for YOU!

Currently, I am rounding out the first month as your new president. To say that it has been a high learning curve with **busy** as the operative word, would be putting it mildly. Between the Organizing Committee Meetings (O.C.), the formation of a bargaining committee to negotiate the contract, the establishment (slate) of new trustees and a vice president from the part time lecturers unit to join our newly elected board of trustees and officers from our full time unit, the Corner Brewery kick-off celebration in early September where many new and old faces attended, our first union leadership council meeting, an informative retreat at Gallup Park for organizers and bargaining team members in the middle of the month, a new and improved constitution was completed; (you will be receiving the proposed draft shortly), a work holiday ensued to clean up 110 King; our lovely office...the list goes on and on with this very full and satisfying month of firsts.

I would like to invite all part and full time lecturers to attend our **Fall Membership Meeting on Friday, November 12, 2010 in room 100 Roosevelt Hall from 12-4:00 P.M.** Please come for all or any part of the meeting. We really need everyone to join in the festivities because we will be covering many important aspects of the union's business. We hope to discuss and ratify the constitution, elect the new trustees/officer from the part time unit, and we will review the survey results for the bargaining platform. Lunch will be provided. IF anyone would like to assist with the committee work in planning for this important event; please contact Kristina Schwab (our union office manager) at 110 King Hall. You can phone her at 734-487-5448, or email her at EMUFT_9102@yahoo.com. Krissy will make sure you are included.

We are happy to welcome Ian Fulcher, an organizer from Michigan AFT, who has been assigned to our union for this academic year to facilitate the organization of the new contract and all that is involved with moving us forward as we enter negotiations for the part time lecturers. Ian has fully immersed himself in many of the workings of our union, and we welcome his expertise for the good of the cause.

I hope to see you **all** on November 12, in Roosevelt Hall, or before!

Yours truly,

Karen Kramer Soebbing

" MEET YOUR COLLEAGUE "

Editors note: This is another in a series of articles designed to introduce us to our fellow lecturers at EMU. Today we feature College of Ed. Student Teacher Supervisor and EMUFT President Karen Soebbing. For our next issue, we want YOU! Please contact Link Editor John Bulmer jb48160@aol.com if you would like to be featured in a future Link.



Karen Kramer Soebbing is a Lecturer I in the College of Education. Karen earned her BA at MSU and her MA here at Eastern. She is in her 28th year at EMU! In her role as a University Student Teaching Supervisor, Karen arranges for placements in local schools and then visits her students on site frequently throughout the semester. She works cooperatively with classroom teachers and administrators in training and evaluating up to 18 student teachers each semester. She and her colleagues in the C.O.E. Office of Academic Services represent EMU to the many area schools that accept our student teachers. Additionally, she conducts Seminar classes for her entire group of students as well. Before coming to Eastern, Karen was a classroom teacher and reading consultant in the Pinckney Comm. Schools. Karen is married to her husband of 36 years, David M. Soebbing. They have three children; Sarah, who is an EMU alum and a Lecturer here in the English Dept., Daniel, also an EMU grad, who is a chocolatier for Mindo Chocolates, and Hannah who is a sophomore studying screen writing at Wayne State Univ. Some of Karen's outside interests include fitness activities such as Pilates, yoga, walking, aerobics, Zumba, tennis, hiking, swimming and golf. She recently completed a marathon in San Diego, (to which she says, "never again!") She also enjoys reading and traveling whenever possible. Once a month, she trains 15 yr.

olds to become excellent classroom aides at her Temple. She finds it quite interesting and rewarding to watch them learn many of the same things she that teachers her EMU students, but with the conceptualization of 15 year olds. Karen says that she loves working with, "excited, motivated and eager fresh new teachers at the end of (their) long haul of learning at EMU. (Their) optimism and enthusiasm makes (her) long years of service very stimulating and rewarding." She also very much likes working with, "the exceptional teachers and wonderful people at this fine establishment." She says, "There are many (at EMU) who I have very high regard and respect for, in high, and in not so high, places." Although she Has been very busy as EMUFT President this year, she is very excited to be part of this new phase of our Unions' growth and development. *Thanks, Karen, for sharing a bit about yourself with your colleagues today!*

Lecturers Rick Rogers and Karen Dykstra Featured in Focus EMU

Rick Rogers and his History 100 Podcast was the featured story in the August 10, 2010 issue of the online Focus EMU newsletter. Rick's Comparative Study of Religions course has reached a world-wide audience. His podcast has received over 100,000 downloads since being posted in iTunesU, and he has been contacted by many students and professors from all around the world. To access the entire article go to: http://www.emich.edu/focus_emu/081010/emuitunesimpact.html

The September 21, 2010 issue of Focus EMU Online featured Linguistics lecturer *Karen Dykstra*. Karen is a 2000 EMU MA grad. After graduating, she was asked to "fill in" for a professor and soon became a full-time lecturer teaching various classes in the Linguistics Program. She also studies Greek linguistics and teaches English as a second language to private students. To read more about Karen go to: http://www.emich.edu/focus_emu/092110/dykstrawhyi.html

Congratulations to both Karen and Rick on their fine accomplishments at EMU!

***** EMUFT FALL OFFICE HOURS: M-TH 8:30-4:30 110 KING HALL 487-5448*****

EMUFT NEWS BRIEFS

FALL MEMBERSHIP MEETING- Please plan to attend this important membership meeting on Nov. 12, Room 100 Roosevelt Hall from 1:00 until 4:00 pm. (You are free to come and go as your schedule dictates.) We will be discussing and voting on our new Constitution, electing additional members to the Union Leadership Council, and discussing the upcoming contract negotiations. It is important for all members, both full-time and part-time to attend at least a portion of this meeting.

GRIEVANCE COMMITTEE UPDATE- There are two hot issues: 1.) regarding *office hours*. The contract requires full-time lecturers to hold 5 scheduled hours per week, and to be available either in person or electronically for an additional 5. Some department heads are requiring more than specified in the contract. 2.) *Triennial Reviews*. These were supposed to be due Sept. 30, but many department heads had not notified their affected lecturers on a timely basis. Although most dept. heads are being flexible on the above, please notify Lisa Laverty, Chief Steward at LMLaverty@gmail.com if there are problems. Grievances, Unfair labor Practices and other formal concerns: 1.) An issue was *resolved* regarding *re-classification of a member from lecturer I to Lecturer III* without having to pursue a formal grievance. 2.) A *grievance/arbitration hearing* is scheduled for Nov. 11 regarding the way *teaching loads* are being *inappropriately counted in the Dept. of Sociology, Anthropology & Criminology*. 3.) An *arbitration is still to be scheduled* regarding the *non-renewal of a member's contract in the Dept. of Music & Dance*. The member believes that she was *terminated due to her complaints of harassment within the department*. 4.) An *Unfair Labor Practice hearing* is set for Nov. 1, with the MI Employment Relations Commission regarding the *University's attempt to hinder the Union's right to investigate a potential grievance*.

*** NOTE: The Grievance Committee has openings for new members. Please contact Lisa Laverty at her email address above to volunteer or for more information about any of these issues.

CONSTITUTION COMMITTEE- Will meet under Zach Jones' leadership on Oct. 12 to finalize the proposed Constitution to be presented to the membership prior to the membership Meeting on Nov. 12.

ORGANIZING COMMITTEE- Has prepared a survey for all part-time lecturers. If you are a part-time lecturer, it should be enclosed. If you did not get a survey, please contact the EMUFT office. Please return the survey to the office at 110 King Hall by October 26. The Organizing committee meets every Tues. at 5 pm under the leadership of Matt Cooper.

AFT MICHIGAN- MFT Representative Ian Fulcher has been assigned to help the EMUFT with our transition to fully representing both our full-time and part-time members. He can be reached at: ifulcher@aftmichigan.org

FROM THE TREASURER- At the last Union Council meeting on Sept. 24, Treasurer Sonya Alvarado reported that all accounts are solvent and all bills are current. She proposed 3 changes to our operating procedures: 1.) Increase the spending cap without Board approval to \$250. (This does not mean that the Board will still not review all expenditures, just that routine bills and emergency spending can occur without waiting for the next union Council meeting.) 2.) Acquire a Union debit card to be linked to the Union's checking account. (This will help expedite making payments on-line or in other situations where drawing a paper check is problematic.) 3.) Approve an expenditure of \$700 as our Union's share of the cost of creating the All Union Council Website. (All 5 of the Unions at EMU are participating in this, with the AAUP paying the Lion's share of the total cost.) *The changes were all approved by the Executive Board.*

AFT UNION BENEFITS- Did you know that as an EMUFT member, you are entitled to the various benefits offered by the AFT? There are special AFT programs and discounts for things such as insurance, financial and legal services, healthcare products and services, vacation and recreational values, and various other consumer discount programs. The September/October "AFT On Campus" magazine has a pull out section highlighting these member benefits. More information is available at: www.aft.org/members

DATES TO REMEMBER-

NOVEMBER 12- FALL MEMBERSHIP MEETING
1:00-4:00 PM, 100 ROOSEVELT

OCTOBER 26- PART-TIME LECTURERS: RETURN
(or before) **ENCLOSED SURVEY TO EMUFT**
OFFICE: 110 KING HALL

VISIT EMUFT ON THE WEB AT: <http://mi.aft.org/emuft/>



Ypsilanti, MI 48197
110 KING HALL EMU

