



## Dear New UM-Flint Colleague,

As this academic begins, we ask all new full and part-time faculty to consider joining the American Association of University Professors, which earns you membership in the nationwide professional association, as well as in your UM-Flint AAUP Chapter. Being a faculty member is about being a part of an academic community that benefits the greater good. Each of us has a role to play to ensure that the values of academic freedom and shared governance thrive on our campus. We, the executive officers of the UM-Flint AAUP Chapter, believe that membership in the AAUP can help you to learn about what being a faculty member means, and to feel connected to your colleagues.

Membership includes a subscription to *Academe*, which is a distinguished journal about issues facing faculty in higher education. The AAUP at the national and chapter levels helps universities to be mindful of governance policies, and guides best practices. The University of Michigan has endorsed the AAUP in its Regents Bylaws and U of M Faculty handbook as a resource of important value for faculty. AAUP members will find policies and guidelines on such diverse issues as affirmative action, intellectual property, the corporatization of academe, the concerns of both tenure stream and contingent faculty, and the service-learning movement. Membership includes access to a variety of support. At the national level members qualify for inexpensive professional liability insurance, publications regarding the profession, and also access to support when faculty issues arise. Your membership gives you access to other publications of the AAUP, especially the 2015 centennial edition of the *Redbook* – our collection of policy documents and reports that has been accepted as the standard for fair practice and shared governance by administrators and faculty alike in higher education. Many of its principles, and a great deal of its language, are embodied in University of Michigan policies.

At the chapter level, the UM-Flint AAUP hosts social events to help you to get to know your colleagues, which can be vital both to tenure-stream faculty and to contingent faculty, as well as topical workshops on matters of importance to faculty, and services from chapter officers, such as confidential consultation and advice regarding matters of concern to the faculty.

Please don't hesitate to contact us with any questions.

Sincerely, Your UM-Flint AAUP Chapter Officers

### **Important Governance Documents for Faculty at UM-Flint**

**Note: We strongly recommend that you visit the links below, save the policies as PDFs, and get to know them. Knowledge is power.**

- 1) Standard Practice Guide: <https://www.umflint.edu/hr/policies-procedures>
  - These policies are applicable to all U of M campuses and their subsidiaries.  
Document maintained by Human Resources in Ann Arbor
- 2) Board of Regents Bylaws: <http://www.regents.umich.edu/bylaws/>
  - These policies are applicable to all U of M campuses and their subsidiaries.  
Document maintained by Regents Board members in Ann Arbor
- 3) University of Michigan Faculty Handbook: <http://provost.umich.edu/faculty/handbook/>
  - These policies are applicable to all U of M campuses and their subsidiaries.  
Document maintained by the U of M Faculty and other parties.
- 4) University of Michigan Statement on Academic Freedom: [https://facultysenate.umich.edu/wp-content/uploads/sites/22/2015/03/01-25-10\\_Academic-Freedom.pdf](https://facultysenate.umich.edu/wp-content/uploads/sites/22/2015/03/01-25-10_Academic-Freedom.pdf)
  - These policies are applicable to all U of M campuses and their subsidiaries.
- 5) University of Michigan “Principles of Faculty Involvement in Institutional and Unit Governance”:  
<http://facultysenate.umich.edu/wp-content/uploads/sites/22/2015/02/Faculty-Senate-Principles-and-Regent-bylaws-updated-.pdf>
  - These policies are applicable to all U of M campuses and their subsidiaries.  
Document maintained by the U of M Senate

6) University of Michigan Senate Resolution on Open Governance: [http://facultysenate.umich.edu/wp-content/uploads/sites/22/2015/03/01-23-12\\_BSC-Open-Governance.pdf](http://facultysenate.umich.edu/wp-content/uploads/sites/22/2015/03/01-23-12_BSC-Open-Governance.pdf)

- These policies are applicable to all U of M campuses and their subsidiaries.  
Document produced by the U of M Senate.

7) University of Michigan-Flint Faculty Code:

- [https://www.umflint.edu/sites/default/files/groups/Office\\_of\\_the\\_Provost\\_Vice\\_Chancellor\\_for\\_Academic\\_Affairs/documents/faculty\\_code\\_05-01-15.pdf](https://www.umflint.edu/sites/default/files/groups/Office_of_the_Provost_Vice_Chancellor_for_Academic_Affairs/documents/faculty_code_05-01-15.pdf)

Document is revised, approved, and maintained by U of M-Flint faculty

8) College and School Faculty Codes: See your college/school websites.

\*Note: Something can only be called a governance document if it was approved by vote of the committee, board, or faculty group in charge of the unit's governance. It is important to know the history of a document to know whether it has governance authority.

\*Note: Minutes from your College/School Executive Committees and governing faculty meetings should be posted on the College/School's website.

9) Departmental/program bylaws: See your Department Chair or Administrative Assistant.

\*Note: Some departments do not have formal bylaws, but they are still governed by past practices and/or standing rules. Units, including departments, without any firm policies or past practices, or with policies that don't cover everything, automatically fall under the jurisdiction of Robert's Rules of Order. See:

<http://www.rulesonline.com/>

### **Governance Bodies or Organizations that represent your interests as Faculty:**

1) Senate Assembly (Ann Arbor): <https://facultysenate.umich.edu/>

Current UM-Flint elected member: Dr. John Ellis

Note: The site includes minutes of Senate meetings in Ann Arbor.

2) SACUA and its elected committees (Ann Arbor): <https://facultysenate.umich.edu/>

3) Faculty Council and university-wide elected standing committees (UM-Flint): See 'Organizations' when you login to Blackboard with your UM-Flint LAN password.

4) Your School or College's Executive Committee: See your Dean's office website for meeting agendas and minutes.

5) Your School or College's assembly of governing faculty and your unit's elected standing committees: See your Dean's office website or Blackboard for 'organizations.'

6) Your Department's Executive Committee (most departments at UM-Flint do not have standing executive or curriculum committees), and any other academic unit standing committees in your department: Typically important departmental resources will be on a special departmental drive. Ask your administrative assistant for guidance.

7) Faculty Ombudsman for UM-Flint: Dr. Tom Wrobel

8) UM-FLINT AAUP!! Contact officers Sarah Lippert, Jamile Lawand, or Jerry Sanders for assistance or more info.

9) Campus-wide grievance appeal committee (consult the Provost's website).

10) Your College or School's grievance appeal committees (consult your unit's website).

### **Responsibilities of the Faculty (to demonstrate good stewardship of the governance system):**

1) All Lec III, IV, and tenure-stream faculty should attend Governing Faculty meetings hosted by Faculty Council. Lec. IIIs are typically extended voting rights after 1 year of Lec. III status.

2) All Lec III, IV, and tenure-stream faculty should attend their college or school's governing faculty meetings. Lec. IIIs are typically extended voting rights after 1 year of Lec. III status.

3) LEO faculty should attend the LEO meetings.

4) Volunteer to be elected to committees as appropriate.

5) Help your colleagues maintain faculty oversight of and input on academic matters by using your faculty vote to defend the preservation of academic freedom and to keep academic matters in the hands of the faculty.