



“**B**efore we had a faculty union, the administration acted as if faculty were “at will” employees—in some cases denying tenure after years of positive reviews. A lack of due process left faculty little alternative but to take the University to court on their own. The tenure and promotion processes and the grievance procedures outlined in the *Agreement* between WMU-AAUP and WMU provide for due process and limit capricious administrative behaviors.”
Dr. Pam Rooney, College of Business, Business Information Systems department faculty member 1980-2010

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