

Union News

Connecticut State University
American Association of University Professors

The Micromanagement of Academia

By David Walsh, CSU-AAUP President

Higher education has been in the spotlight recently in the Connecticut General Assembly. The most prominent cases involve several investigations of construction projects at the University of Connecticut and the unwillingness of administrators to open UConn's endowment funds to state auditors. However there are also several bills not in the spotlight that in essence micromanage Connecticut's public universities.

TEXTBOOK BUNDLING

House Bill 6860 requires state university campus bookstores that sell textbooks bundled with accompanying study aids to also sell textbooks as individual items, apart from the study aids. This measure was purportedly proposed in an effort to save students from having to buy more expensive bundled products. However, as most of us know, there are hundreds if not thousands of textbooks and packaged materials that professors can choose from. It is uncommon for professors to require that students buy a

textbook bundled with accompanying study aids if they do not plan on requiring the students to use the study aids.

This bill is currently on the House calendar, however, there are several groups actively lobbying against it.

STUDENT EVALUATIONS

Senate Bill 799 requires annual student evaluations of faculty, including part-time faculty, who teach courses at CSU, UConn and the Community-Technical Colleges. All three university systems already have student evaluation procedures in place. This bill has been reported favorably out of the Higher Education and Employment Advancement Committee, and it is currently on the Senate calendar for a vote.

ECONOMIC MANAGEMENT

House Bill 5023 would require the state's bipartisan auditors to periodically perform a financial accounting of the foundations at the University of Connecticut and the

Connecticut State University System. The bill was redrafted and defeated on a tie vote in the Higher Education and Employment Advancement Committee. However, in a rare maneuver, the bill was resurrected by the Government Administration and Elections Committee, which again proposed a public audit of the private foundations of UConn and CSU.

Following the Rowland scandals, it was to be expected that the General Assembly would scrutinize the operations of all public agencies. However, there needs to be a balance between government oversight and the autonomy of institutions, especially those in public higher education, to maintain their own procedures.

We must be vigilant against any attempt by members of the General Assembly to micromanage the state's universities of which they have only a rudimentary understanding. The causes of academic freedom and autonomy in higher education are far more important than the price of an introductory textbook.

Local Chapters News

EASTERN

The ECSU-AAUP will be meeting with management to discuss the contractual procedures that govern the Promotion and Tenure Committee evaluation and notification process. Management has recently asked to review letters the Promotion and Tenure Committee had written, prior to their issuance to candidates.

WESTERN

The Inauguration for President James W. Schmotter took place on Friday, April 15 at 1:30 at The William A. O'Neill Athletic & Convocation Center on the Westside Campus. A weeklong celebration began on April 9 with a community day. Other events included a photo exhibit showcasing the

work of WCSU faculty and staff, a ceremonial groundbreaking for the Westside Campus Center, lectures, and dance performances. A WCSU Authors' Exhibit on April 9 will run throughout the month of April, a "Changing Lives" ceremony and reception took place on April 12, and April 14 featured an academic linkages day that highlighted the university's dynamic partnerships.

CENTRAL

The CCSU-AAUP held a Chapter Meeting on April 13. CSU-AAUP President David Walsh was the featured speaker and updated the membership on statewide political and budget issues.

Chapter President Cindy White and Director of Member Services, Caryl Schiff-

Greatorex, have attended several department meetings to give individual members and departments an opportunity to talk with them about their specific concerns as well as to hear any ideas for AAUP priorities, activities, and goals. These meetings have proved very beneficial.

SOUTHERN

The next President's Dialogue is scheduled for Monday, April 18 at 1:00 pm in the University Student Center Faculty Dining Room. A Chapter Meeting is scheduled for Monday, April 25 at 1:00 pm in Engelmann D125. The topic will be the proposed plan to reduce the amount of overloads.

Part-time Faculty News

By John Mueller, CCSU-AAUP Part-Time Faculty Advisory Committee Chair

PART-TIME SURVEY

In Fall of 2004, the CCSU-AAUP Part-time Advisory Committee distributed a survey to part-time faculty. The goal was to create a more complete picture of demographics, working conditions and major concerns.

The number of part-time faculty system-wide in Fall 2004 was 1,503; 491 at CCSU, 207 at ECSU, 526 at SCSU and 279 at WCSU. The total number of full-time faculty in the system was 1,314. We received 497 responses from the part-time faculty for a return rate of almost 33%. Of the 497 part-time faculty, 201 were employed at CCSU, 60 at ECSU, 153 at SCSU and 83 at WCSU. The largest group of part-time faculty respondents came from the teaching faculty, a return of 96.2%.

The results of the part-time faculty survey reveal a multi-faceted group that fits into three broad categories. The first category is the "traditional" part-time faculty member, those who have full time employment elsewhere and who bring special expertise to the university and teach one to two sections. There also are a large number of retirees, many of whom are retired teaching faculty. While different from the first group, they too can be considered part of the "traditional" part-

time faculty. Thirdly, we have the "non-academic" workforce who teach one or two sections at CSU as well as teach at other institutions. They are the "full-time part-time", people whose only employment is the academy, albeit in multiple institutions. While all three groups perform the same work, their wants and needs are often different.

Other results determined by the survey are as follows:

- More than half of the respondents were teaching the maximum contractual load credit at CSU.
- 57% of the respondents have 5 or more years of experience at CSU.
- Over one-third of the part-time faculty respondents employed by CSU hold appropriate terminal degrees.
- The two largest groups of respondents are over fifty years old. (35.3% are 50-59 years of age and 29.3% are 60+).
- When asked "if you could change one thing at CSU, what would it be," the number one answer was higher salary.
- When asked "why do you teach part-time," the overwhelming majority responded that they enjoyed teaching at the college level.

The members of the CCSU-AAUP Part-time Advisory Committee and members of the CSU-AAUP Committee on Part-time Faculty Concerns plan to utilize the results of these two surveys to better address the concerns and issues facing the part-time faculty membership of the CSU System.

The final report will be available soon. If you would like a copy, please contact Michelle Malinowski at (860) 832-3790.

DEPARTMENT CHAIR SURVEY

The CSU-AAUP Committee on Part-time Faculty Concerns distributed a survey to department chairs. The survey was conducted in an effort to understand working conditions for part-time faculty from department to department. Of the 120 department chairs that were surveyed, 66 responded, with a return rate of just over 50%.

The results from the department chair survey will be reported in the next newsletter.

Legislative Update

TUITION FREEZE PROPOSAL

Governor Rell's proposal for an unfunded tuition freeze at Connecticut's institutions of public higher education was defeated in committee on a voice vote. Under the General Assembly's rules, the bill can return again as an amendment, and many expect that it will. However, the proposal does not likely have enough legislative support to succeed. CSU-AAUP will continue to monitor and oppose this proposal.

FULL-TIME FACULTY BILL

The full-time faculty bill House Bill 5681, *An Act Concerning Appropriations to Increase the Faculty at Public Institutions of Higher Education*, died in committee last month. The bill would have allocated \$4 million dollars to CSU for 80 new full-time

faculty in FY2006 and \$8 million dollars for 80 additional full-time faculty in FY2007, if it passed.

However, there is some positive news. The committee proposed Substitute Bill 1050 in place of the HB5681. Section 7 of SB1050 calls for the Board of Trustees for each public unit of higher education to "develop a plan to increase the number of full-time faculty teaching at the colleges and universities under the boards' jurisdiction" no later than December 31, 2005. The boards must then report their findings to General Assembly.

Therefore, the Committee did not dismiss the proposal entirely, and it will likely be resurrected next year when the findings are reported to the General Assembly. Member participation in the lobbying process made a difference.

STATE BUDGET PROCESS

The General Assembly's Appropriations and Finance Committees have completed their review of Governor Rell's budget recommendations. The Appropriations Committee has held public hearings on the budget of each state agency. Subcommittees, with the assistance of OFA staff, have developed recommendations and presented them to the Committee. These recommendations are being refined and reviewed with leadership. The committees will then draft and report final bills for floor action.

The Committees' recommendations will be released on April 18. Budget allocations for Connecticut State University will be reported in the next newsletter.

Contract Negotiations

The current bargaining agreement for CSU-AAUP is in effect through August 2007, however, there is a re-opener limited to adjustments to salary and special funds scheduled to begin on or before September 5, 2005. Negotiations for the successor agreement will begin on or before October 1, 2006. While more than two years away, we are already beginning to discuss priorities for the successor agreement. It will be crucial to communicate your priorities to the AAUP during the next academic year.

At Central, Chapter President Cindy White and Director of Member Services, Caryl Schiff-Greatorex, have volunteered to meet with all departments on campus in an effort to put a face on AAUP and let the members know that we are available to listen to their concerns and suggestions. This approach has been very effective in communicating individual department needs directly to AAUP leadership. Through this face-to-face process, department members have been able to express problems they have been experiencing with the application of current contract language and the need

for additional language in specific areas.

It is recommended that departments on every campus begin discussing what they would like to achieve in the next contract and prioritize those goals. However, **the most important step is then communicating the results to the AAUP.** Special interest groups within the membership - counselors, librarians, and coaches - should also begin an internal dialog about their needs for upcoming contract negotiations and then communicate with their colleagues on the other campuses. Eventually, it will be beneficial for such groups to appoint a spokesperson or a small team to speak on behalf of the group.

For those who have not been through contract negotiations before, a questionnaire will be sent to you prior to the opening of negotiations. After the questionnaires are returned and the membership is given full opportunity to list their desires for the next contract, the CSU-AAUP Council will review and set the bargaining priorities.

The negotiating team is appointed by the CSU-AAUP Council. It is nearly impossible to represent every academic school and special interest group on the

contract negotiating team, however pursuant to the CSU-AAUP Constitution, the bargaining team has the responsibility for safeguarding rights of special groups including but not limited to librarians, counselors, women and minorities. The team typically consists of a member and an alternate from each campus, a chief negotiator, the Director of Member Services and the CSU-AAUP Attorney.

Management's negotiating team typically consists of the Human Resource Officers from each campus and the Chief Administrative Officer from the CSU System Office.

If a negotiated agreement cannot be reached on certain articles, the outstanding articles then go to arbitration. For the contract re-opener, scheduled for Fall 2005, should the parties be unable to reach an agreement, the contract specified that an arbitration hearing will begin on or before October 17, 2005. For the successor collective bargaining agreement, negotiations beginning Fall 2006, the contract requires arbitration to begin on or before March 1, 2007 if the parties are unable to reach agreement.

Contract Spotlight: Summer Session

From Article 11.2 of the CSU-AAUP Bargaining Agreement: Wages per load credit for full-time members for the summer 2005 shall be:

	2005
Professor	\$1,397
Associate	1,286
Assistant	1,188
Instructor	1,089

Wages per load credit for part-time members shall be governed by Article 12.8.

Article 11.3: Tentative agreements for summer session employment shall be offered in writing not later than April 1 of each year and for intersession not later than October 1 of each year. Members with one (1) to five (5) years of service who are non-renewed for the following year may teach summer school if the department so recommends and the dean agrees.

Article 11.4: In staffing instructional assignments for summer sessions, full-time members with appropriate qualifications shall be given the right of first refusal for such assignments. Offers not unequivocally accepted in writing by April 10 shall be deemed refused. For intersession the deadline for acceptance of offers shall be October 10.

Article 11.4.1: Members on special appointment who are employed subsequently in the immediate following summer shall be compensated as full-time members.

Article 11.5: Individual load assignments for a summer session of five (5) to eight (8) weeks or intersession (four (4) weeks or fewer) shall be restricted to eight (8) and four (4) load credits respectively. When sessions overlap, both in the aggregate shall be considered a single session for purposes of this limitation. In no event shall the total load assignments in a given summer exceed sixteen (16) load credits or eighteen (18) load credits where the load assignment includes laboratory or studio courses.

AAUP to Release Report on Salary Inequities in Academe

Washington, D.C.—On April 18, 2005, the American Association of University Professors (AAUP) will release its Annual Report on the Economic Status of the Profession, 2004-05, titled "Inequities Persist for Women and Non-Tenure-Track Faculty."

The data gathered in the annual faculty compensation survey revealed a substantial variation in salaries among different types of institutions and different categories of faculty. The report examines current figures and trends in these variations, and explores the contrasts among faculty of various ranks, tenured vs. nontenured faculty, and female vs. male faculty of the same rank.

The report also compares salary increases at various types of institutions, and summary tables describe faculty salaries, benefits, and tenure status by type of institution, academic rank, geographic region, and gender. The report includes institutional data for the 1416 institutions that participated in the survey.

This year's report shows, for the first time in eight years, that faculty salaries failed to keep pace with inflation. Overall salary levels for all types of faculty rose 2.8 percent for 2004-05 compared with 2003-04, which falls short of the 3.3 rate of inflation during the year.

The report also highlights three special issues:

- **Compensation for contingent (part-time and other non-tenure-track) faculty.** The report reviews an analysis showing that full-time non-tenure-track faculty earn 26 percent

less, and part-time faculty 64 percent less than full-time faculty, even when rates of pay are adjusted to a comparable basis.

- **Continuing inequities in pay between men and women faculty.** Among full-time faculty at all types of institutions, women earn about 80 percent of what men earn.
- **Trends in presidential and faculty salaries over the past three decades.** Presidential salaries range from one-and-one-quarter times the salaries of senior professors to nearly seven times that amount.

The report will also include a description of a new measure of progress toward gender equity among faculty, called the "gender equity index." The index tracks four indicators of equity to enable institutions to measure their relative progress toward attaining comparable status for men and women faculty. The indicators will track relative salaries, tenure-track status, promotion to the rank of full professor, and proportion of all full-time faculty. The gender equity index study is under way now; a first set of results will be reported in the fall of 2005.

CSU-AAUP Officer Election Results

The results from the CSU-AAUP election were tabulated on April 11 and we would like to congratulate the following members who were elected: **David Walsh**, Professor of Political Science at SCSU was re-elected as CSU-AAUP President, **Arlene Bielefield**, Professor of Library Science at SCSU was re-elected to serve as Vice President, **Martin Levin**, Professor of Biology at ECSU was re-elected as Secretary and **Harlan Shakun**, Professor of Accounting at CCSU was re-elected to serve as Treasurer. Please join us in thanking these members for their hard work and dedication to CSU-AAUP and to the principles and ideals of AAUP. Pursuant to the CSU-AAUP Constitution, they are charged with the responsibility of representing the professional and economic interests of the State University faculties. Please feel free to contact any of the officers regarding issues of concern.

We would also like to thank the members of the CSU-AAUP Nominations/Election Committee who were responsible for overseeing the election process. They are: Chairman Andy Nilsson, Sociology, ECSU; Michael Gendron, MIS, CCSU; John Kavanagh, Math, SCSU and Robert Woodcock, Nursing, WCSU.

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