

Union News

**Connecticut State University
American Association of University Professors**

General Assembly Updates

Funding for Faculty Lines in Appropriations Budget

Appropriations Budget

The Appropriations Committee released its budget on Thursday, April 12. For each year of the biennium, they recommended:

- \$295,000 to support the CSU nursing initiative. This money includes \$195,000 for three nursing faculty lines at CSU (one at WCSU and two at SCSU) and \$100,000 in support of the BSN-Accelerated Career Entry scholarships and stipends for SCSU; and
- \$300,000 for the purpose of increasing faculty positions

In addition, compared to the Governor's recommendations for operating expenses at CSU, the Appropriations Committee recommended approximately \$800,000 more for FY08 and over \$1 million more in FY09.

CSU-AAUP wants to thank all its members who made the effort to attend CSUS Day at the Capitol, or call or email their legislators regarding funding for additional full-time faculty positions. However, the job is not done yet. We need your support to ensure that these funds are secured in the final budget.

CSUS Day at the Capitol

On March 29, over 100 CSU-AAUP faculty, staff, students, and alumni participated in CSUS Day at the Capitol at the State Capital. The event was organized to generate support for funding for additional full-time faculty lines and a current services budget for CSUS.

CSU-AAUP and SUOAF-AFSCME hosted a legislative breakfast, as they had done in the past. Denise Merrill, House chair of the Appropriations Committee, addressed the participants at the breakfast and a proclamation from the Governor's Office was read. The unions also jointly sponsored an afternoon reception with the CSUS Foundation and the CSU System Office honoring legislators who attended CSUS.

Between the two events, CSU-AAUP arranged for faculty and staff to meet with their legislators or legislative staff. Disappointingly it was not a session day, and many legislators were not at the Capitol. However, most of the legislators that were present attended one or both of the CSUS events.

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CSU-AAUP Officer Election Results

Voting for CSU-AAUP Officers closed on Friday, April 13 at noon. David Walsh (SCSU), Arlene Bielefield (SCSU), and Marty Levin (ECSU) were re-elected as President, Vice President, and Secretary respectively. Harlan Shakun (CCSU) was also re-elected as Treasurer, defeating Richard Silkoff (ECSU) 107 to 75 votes.

There was a slight increase in voter participation from the last

CSU-AAUP Officer Election. We have received mostly positive comments about the switch to online voting and some respondents indicated that they voted for the first time. There were concerns about the difficulty in locating state employee ID numbers and future Elections/Nominating Committees will take all comments into consideration when planning the next election in 2009.

Struggle for Resources: A Joint Management/Labor Challenge

Unionists and managers alike braved the eight plus inches of rain that fell on New York City April 15-17, courtesy of a powerful nor'easter, to attend the 34th Baruch Conference sponsored by the National Center for the Study of Collective Bargaining in Higher Education and the Professions. The challenge of getting into the city was nothing compared to the challenge faculty and management jointly face in securing adequate funding for Public Higher Education.

The Conference opened with a panel comprised of two managers and representatives of two faculty unions speaking to the imperative need for labor and management to work together in order to secure a larger pie to be shared by all. Public financial support for public higher education has eroded to the point where some of the panelists referred to their institutions as state-located rather than state-funded. It is incumbent on all of us to educate our State Legislators about our students, our faculty and our institutions – a process that CSU-AAUP has been actively engaged in for the past several years. Putting things in perspective, one can start out with the question – Does higher education benefit the individual or society the most? CSU administrators, faculty and staff must lobby together to send the message that 85% of our graduates remain in state to live, work, pay taxes and become our future leaders. We must jointly inform Legislators of the importance of the faculty to the students and the fact that full-time faculty drive the retention and graduation rates.

The second plenary panel, entitled Emerging Issues in Collective Bargaining was moderated by AAUP Executive Director, Ernst Benjamin. Panelists identified the following six emergent issues: 1) Faculty workload; 2) How to keep faculty salaries competitive; 3) Contingent/part-time/term appointments; 4) Governance and the role of the senate; 5) Permissive vs. mandatory subjects of bargaining; and 6) Legislative and third party interference.

In addition to the plenary sessions, the nearly 200 conference attendees chose from a wide variety of workshops to attend including such titles as: Pensions in Crisis, How to Organize for Resources, Revitalizing Research, Striving Towards Family-Friendly Contracts, Contingent Faculty – Unique Contractual Needs, Changing Nature of Academic Work, Retiree Health Care Coverage, Collective Bargaining 101, The Year

in Review, Librarians, Counselors, and Other Academic Professionals and Collective Bargaining, and Legal Issues in Higher Education, just to name a few.

Participants in the workshop on Striving Towards Family-Friendly Contracts, learned that our neighbor to the north, UMASS has a one semester paid paternal leave program for mothers and/or fathers of biological or adoptive children. The wave of family-friendly issues includes dual career policies (recruitment strategies for couples), elder care, defining family, phased retirement options, stoppage of the tenure clock, and partial leaves. The trend toward family-friendly policies appears to be driven by an effort to recruit and retain qualified faculty with the recognition that newly minted Ph.D. men and women will be seeking institutions with these policies, as well as seasoned faculty.

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SCSU-AAUP members speak with Joan Hartley, Senate Chair of the Higher Education Subcommittee as part of CSUS Day at the Capitol.



Denise Merrill, House Chair of the Appropriations Subcommittee addresses participants at a legislative breakfast in correlation with CSUS Day at the Capitol.

National Annual Report on Faculty Salaries

Reprinted from National AAUP

Although inflation is down and full-time faculty salaries are finally back up, financial inequality in American higher education continues to grow. That is one of the central findings of “*Financial Inequality in Higher Education: The Annual Report on the Economic Status of the Profession, 2006–07*,” released by the American Association of University Professors (AAUP) on April 12.

The AAUP’s annual report has been an authoritative source of data on faculty salaries and compensation for decades. This year’s report discusses the widening gaps between rich and poor institutions; between presidents, football coaches, and faculty members; and among faculty members. The report also considers the potential negative consequences for higher education if these inequalities continue to expand. Here are some of the highlights:

- Overall average faculty salaries rose 3.8 percent between 2005–06 and 2006–07. With annual inflation at 2.5 percent, this is the first “real” increase in average salary since 2003–04.
- Investment earnings from institutional endowments are a growing source of inequality among colleges and universities. Institutions that have larger

endowments can spend more on faculty and facilities and reap higher rates of return than institutions that have smaller endowments.

- Escalating salaries for college and university presidents continue to separate them from the economic realities faced by their faculty and staff employees. When presidents routinely receive salaries that are three times those paid to senior faculty members, the gulf is clearly widening.
- Topping even presidential salaries, the contracts offered to Division I football coaches are also raising eyebrows this year. This year’s report compares salaries for coaches, presidents, and faculty members and asks what the pay differences among them say about our institutional priorities.
- There is also growing financial inequality within the faculty. This year’s report takes a new look at disciplinary differences in salaries and calls for an open and frank discussion of the impact of salary disparities on faculty careers.

The primary author of this year’s report is Saranna Thornton, Elliott Professor of Economics at Hampden-Sydney College in Virginia and chair of the AAUP’s Committee on the Economic Status of the Profession.

Struggle for Resources

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The closing, lunchtime speaker was Robert Zemsky, Chairman of the Institute For Research on Higher Education and a member of the Spelling Commission. The title of his speech was, “Contingent Costs: The New Calculus for Higher Education. Zemsky provided a retrospective on the emergence of contingent faculty, with its beginnings in post doctoral research assistants. He theorizes that the proliferation of contingent faculty is partly in response to the proliferation of what he coined the contingent student. According to Zemsky, 50% of undergraduates receiving a bachelor’s degree attended two institutions and 25% attended multiple institutions. Contingent students are not as attached to an individual institution or to full-time tenure-track faculty. He also cited the proliferation of post baccalaureate and certificate programs for breeding contingency both from the student and faculty perspective. What to do? Zemsky suggests the

incorporation of contingent faculty in what he refers to as a “Faculty Cooperative”, perhaps beginning with teachers of foreign languages, mathematics and science for non-scientists. Theoretically, this Faculty Cooperative would employ (full-time) and provide benefits for qualified contingent faculty in pre-determined needed subject areas, and their services would be provided to area institutions on as as-needed basis. It’s an interesting concept, but apparently, one that has not yet been tried in any arena.

One of the important and unique features of this conference is that it brings together representatives of both management and labor to discuss these issues in an informative, non-confrontational and collaborative manner.

Submitted by Caryl Schiff-Greatorex, Director of Members Services

Anne Doyle Elected to National AAUP Council

Partially reprinted from National

Anne Doyle of the University of Connecticut was recently elected as National AAUP Council Representative for District IX (Connecticut, New Hampshire, Vermont).

Anne became involved in the AAUP in 2002 after organizing grassroots efforts to raise bills in the state legislature regarding improved benefits for adjunct faculty. She has since compiled a long list of accomplishments for adjunct faculty at UConn. She was the first adjunct on the Executive Committee of the UCONN Chapter of AAUP; established a Contingent Faculty Committee; and designed, conducted, and analyzed a survey of the adjunct

faculty at the University of Connecticut in January 2003.

The AAUP elected ten members to its national Council, the governing body of the Association. Council members serve for three years and assume office following the Association's annual meeting in June.

The forty-member Council meets twice a year to determine Association policy. Each year, a nominating committee selects two members per district to stand for election, and the membership within the district elects the members of Council.

Our own Arlene Bielefield (SCSU, Library Science) was elected as a Council Representative last year and continues to serve and represent our interests in this capacity.

Health Insurance Open Enrollment

The 2007 health insurance open enrollment period for state employees begins on May 7 and continues through June 1, 2007. Coverage selected during this period will be effective July 1, 2007. Employees will not be able to enroll in, change, or add dependents to a plan outside this

open enrollment period, except under limited circumstances in response to changes in their work or family status.

State employees will receive full details of plan choices in the HealthCare Options planner that will be mailed directly to all employees' home addresses or at open enrollment fairs held across the state (see dates and locations of the CSU fairs below).

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CSU-AAUP

We're on the web!

www.ccsu.edu/aaup/csu

Location	Date	Time
CCSU Founders Hall, Adm. Building	Mon, May 7	9-5
ECSU Paul E. Johnson Room, Library	Mon, May 7	8-noon
SCSU Student Center	Wed, May 16	1:30-4:30
WCSU Student Center, Room 202	Tues, May 8	9-2

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Vice President

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Russell Gladstone

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