



*Higher Education's
Role in Connecticut's
Future - Page 3*

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Dates to Remember

- April 15:** DEC submits evaluations and appropriate recommendations to the Dean for 2nd or later year renewals. Provost takes required action and informs penultimate year tenure candidates (August hires) and promotion candidates.
- April 23:** ECSU-AAUP Chapter Meeting to discuss National AAUP's restructuring proposal, 12 noon-2pm, President's Dining Room
- April 30:** CCSU-AAUP Chapter Meeting & discussion of National AAUP's restructuring proposal, 11:30am-1:30pm, CT Room
- May 1:** Dean submits recommendations for 2nd or later year renewals.
- May 8:** CT State Conference-AAUP Spring Meeting, Panel Presentation on "The Effect of the War on Terror on Campus Life", Yale Graduate Club, 6:00-9:00pm
- May 15:** Board of Trustees awards promotions.

Union News

CSU-AAUP

Central Connecticut State University
 Marcus White Hall, Rooms 305, 307 & 310
 New Britain, CT 06050
 Phone (860) 832-3790
 Fax (860) 832-3794
 Email: aaup@ccsu.edu
 Website: www.ccsu.edu/aaup/csu

Editor: Ellen Benson
Bensonell@ccsu.edu

Did you know?

Spouses and children (under the age of 25) of full-time faculty with at least one semester of service may take courses without tuition or State University fee at any university within the CSU System (if space is available). Part-time faculty must have been employed for 18 or more load credits in the University and for each load credit they work, one credit hour's tuition will be waived. The total benefit shall not exceed the part-time member's current equivalent workload credit and must only be used during the semester of employment or the semester immediately following. In order to take advantage of this benefit, contact your Human Resources office for a tuition waiver form.

AAUP members can obtain a preferred customer card to Town Fair Tire, which offers a 5% discount off their guaranteed lowest advertised price on all new tires at all 59 locations in CT, MA and RI. Members are also entitled to the following services for free: flat repair, tire rotation, snow tire changeover, and centerline alignment with the purchase of 4 tires and mounting.

CSU Sponsors Town Hall Meetings to Discuss Education and Connecticut's Future—To Air on CPTV

The CSU System and a statewide coalition of leaders from business and industry, education, labor and community organizations, economists and advocates held a series of town meetings at each CSU campus. The series, "Education Now. Prosperity Tomorrow. Growing Connecticut's Future," was intended to provoke a statewide conversation and raise awareness of the connections between education and the state's economy, and the risks of not providing a high level of education to all state residents.

CSU-AAUP President Walsh attended the meeting at Central where the business community made clear that there is a real crisis in the workforce that higher education could help solve. The panel stated that some companies have left Connecticut and others are thinking of leaving because they cannot find qualified workers here. In addition to a qualified workforce from which they can draw most of their positions, there are two things that will attract businesses to the state: (1) a market: keeping people in the state, and (2) the ability to produce products at prices which are globally competitive

Many statistics were shared at the meeting including that the number of younger Connecticut residents with bachelor's degrees is predicted to shrink by more than 4 percent in the next ten years. However, jobs requiring higher education will grow by 22 percent between 2002 and 2012, nearly double the rate of non-college jobs. Seventy-five percent of students raised in high income families (top quartile) receive at least a bachelor's degree by age 24. For students growing up in low income families, fewer than 9 percent earn a bachelor's degree by age 24. By 2020, more than a quarter of Connecticut's working-age population will be composed of minority populations.

Panelists at the town hall meetings included:

- **Fernando Betancourt**, Executive Director, *Latino and Puerto Rican Affairs Commission*
- **Sally Boske**, Vice President, *Connecticut Association of Boards of Education & Executive Director, Connecticut PTA*
- **Christopher Bruhl**, Chief Executive Officer, *Business Council of Fairfield County*
- **Gary Chesley**, Superintendent of Schools, *Town of Bethel*

- **Christopher Clouet**, Superintendent of Schools, *Town of New London*
- **James P. Comer**, Yale Child Study Center, *Yale University*
- **Juan Figueroa**, President, *Universal Health Care Foundation*
- **David Fink**, *Partnership for Strong Communities*
- **Noel Hord**, CEO, *The Hord Foundation*
- **Chandler Howard**, President & CEO, *Liberty Bank*
- **Linda Kelly**, President, *Hartford Foundation for Public Giving*
- **Fran Rabinowitz**, Superintendent of Schools, *Town of Hamden*
- **Diane Randall**, *Partnership for Strong Communities*
- **John R. Rathgeber**, President & CEO, *Connecticut Business & Industry Association*
- **Anthony Rescigno**, President, *Greater New Haven Chamber of Commerce*
- **John W. Rowland**, Director, *Corporation for Supportive Housing*
- **Robert Santy**, President & CEO, *Connecticut Economic Resource Center*

The four town meetings were held between March 24 and April 1. Segments of the town hall meetings will air on CPTV on April 24 at 8:00pm.

View segments of the
Town Hall Meetings on
Education and
Connecticut's Future on
CPTV on Thursday, April 24
at 8:00pm
(Re-broadcast on Saturday,
May 3 at 11:30am)

FOI Commission Rules P&T Committee is a “Public Agency”

The Freedom of Information (FOI) Commission reversed earlier decisions and ruled that the University-wide Promotion and Tenure Committee should be considered a “public agency” and therefore documents created by the committee are subject to FOIA requests.

This case was brought by a faculty member at a CSU institution who was seeking “raw data on all individual votes generated and any other information that may reflect each individual’s decision as per [his] promotion scores.” Other faculty members have in the past requested data or documents under the FOIA, but the Commission had always ruled that the P&T Committee was not subject to FOIA requests as it was not a public agency. When CSU-AAUP was notified of the Commission’s preliminary decision and it appeared they would reverse their early position, our attorney filed for intervener status and argued against this decision.

In granting this request, the Commission cites Section 1-200(1) of the general statutes, which states “public agency” or “agency” means: (A) any executive, administrative or legislative office of the state or any... institution...of the state..., including any committee of, or created by, any such...institution... (emphasis added). CSU-AAUP’s attorney made a strong argument that the P&T Committee can only be created from the CBA, which is not a public agency. An attorney for the

System Office also argued that the P&T Committee was not a public agency. However, the Commission found that the P&T Committee was created by the university pursuant to the collective bargaining agreement (CBA), not by the CBA itself, and therefore it fell under the definition of a public agency.

CSU-AAUP is appealing the decision and will also be seeking a legislative solution. We are extremely concerned that other committees that are created pursuant to our CBA will also be FOI-able under this ruling. Further, **it is not only faculty who are able to request this information; students, parents, the press, and any and all citizens will be able to request documents created by the P&T Committees and possibly even attend meetings of the P&T Committee.**

All the public higher education unions and administrations have been supportive of finding a legislative solution. We are currently working with the chairs of Higher Education and Government Administration and Elections to arrive at a temporary legislative solution that will satisfy all systems until arbitrated agreements can be submitted next January. The legislative solution will be designed to protect sensitive information while allowing reasonable access to other data. We will keep you updated on its progress.

National AAUP Releases Annual Salary Survey Results

Reprinted from AAUP

After a short-lived recovery in 2006–07, faculty salaries are lagging behind inflation again this year. Yet the salaries paid to head football coaches, presidents, and other top administrators do not seem to reflect an economic downturn. Over the past three decades, the ranks of contingent faculty, non-faculty professionals, and administrators have swelled while the number of tenured and tenure-track faculty stagnated. These are the central findings of *Where Are the Priorities? The Annual Report on the Economic Status of the Profession, 2007–08*, released by the AAUP.

The complete report is available on the AAUP’s website at <http://www.aaup.org/AAUP/comm/rep/Z/ecstatreport2007-08>. This year, for the first time, a complete set of institutional data is available on the website.

Unemployment Benefits

Reprinted from AAUP

Though many contingent faculty members have no assurance of continued employment, they are often denied unemployment benefits between academic appointments. A new guidebook aims to help. Titled *Access to Unemployment Insurance Benefits for Contingent Faculty: A Manual for Applicants and a Strategy to Gain Full Rights to Benefits* and published by the Chicago Coalition of Contingent Academic Labor with financial assistance from the AAUP, it offers advice for individual contingent faculty members about filing for unemployment and discusses strategies that can be used by faculty organizations and their allies at the local, state, and national levels to make benefits more accessible to contingent faculty.

The text of the guidebook can be downloaded from www.chicagococal.org, the Chicago COCAL Web site.

State Conf. Spring Meeting

Please join CSU-AAUP at the Connecticut State Conference AAUP Spring Meeting and Dinner on May 8 at the Yale Graduate Club in New Haven. The panel discussion will be "*The Big Chill? The War on Terror and the University*", presented by Jocelyn Boryczka (Fairfield University), Terrence Dwyer (Western Connecticut State University), and Scott Plous (Wesleyan University).

The panelists have interesting and varied backgrounds. Dr. Boryczka is an assistant professor of politics at Fairfield University. Dr. Boryczka has gained numerous recognitions from peers and national associations for her research on women and morality. Her dissertation, "Guardians of Morality: A Conceptual History of Virtue in Relationship to Women and Moral and Political Discourse in American Democracy," is a conceptual history of how Americans - primarily males - have discussed, determined, and judged what defines a woman's virtue, from the Puritan period to the present.

Terrence P. Dwyer is an Assistant Professor in the Justice and Law Administration Department at Western Connecticut State University (WCSU) and an attorney in private practice. Prior to being hired at WCSU, Professor Dwyer worked for the New York State Police for 22 years, participating in the Justice Department's nationwide program of interviews and lead investigations in the hours and days after September 11, 2001. He assisted in terror suspect related investigations and conducted investigations into document and immigration fraud, passport and visa fraud, working with the FBI, the U.S. Secret Service, the State Department Office of Security and Investigations and the New York Office of the Joint Terrorist Task Force (JTTF).

Scott Plous is a professor of psychology at Wesleyan University and a former recipient of the MacArthur Foundation Fellowship in International Peace and Security. Dr. Plous' interests are in international security and counter-terrorism; prejudice, stereotyping, and discrimination; judgment and decision making; the human use of animals and the environment; and interactive web-based methods of conducting research. He also serves as the webmaster for nine Internet sites that collectively have received more than 125 million page views, including www.IraqTheVote.org.

For more details about the event, please see the box to the right.

Council Meeting

At its March 27 meeting, the CSU-AAUP Council:

- Received a legislative update on the budget and funding for additional full-time faculty from a representative from the lobbying firm of Betty Gallo & Company.
- Discussed a recent FOI decision and authorized funding to appeal the ruling.
- Approved seeking intervener status and/or represent a Faculty Senate in a FOI request.
- Announced a Memo of Understanding has been reached at National AAUP, including more details about staffing and financial issues related to reorganization.
- Discussed developments relating to FOI requests from the website www.pickaprof.com.
- Approved funding to co-sponsor CSUS Day at the Capitol on April 17.
- Was informed that SEBAC Attorney Dan Livingston is still negotiating retiree healthcare for part-time faculty teaching nine or more load credits between all the state institutions. Discussions also continue on the issue of one-time only enrollment in pension plans.

CT State Conference-AAUP Spring Meeting:

"The Big Chill? The War On Terror And The University."

Panelists:

Jocelyn Boryczka, Fairfield University
Terrence Dwyer, Western CT State University
Scott Plous, Wesleyan University

May 8, 2008
Yale Graduate Club
155 Elm Street, New Haven
6:00-9:00pm

CSU-AAUP will pay half of the \$30 cost towards attending for both you and a guest. Often the local chapters agree to fund the second half of the cost. Call your local AAUP office to sign up or for additional information.

Annual Conference Emphasizes “New Models”

By Caryl Schiff-Greatorex

Eleven representatives from CSU-AAUP attended the 35th Annual National Conference on the National Study on Collective Bargaining in Higher Education and the Professions in New York City on April 6, 7, and 8. The theme for the conference this year was “New Models”. This particular conference is unique because it is a joint labor/management conference, presenting an opportunity for higher education unionists from AAUP, NEA, and AFT to interact with each other and with managers from various levels. Sessions included such wide ranging topics as *Preparing for Grievance Arbitration*, *New Paradigms for Instruction*, *New Pension and Retirement Models*, and *Innovative Models to Support Work/Life Balance*.

Matthew Goldstein, Chancellor, of the City University of New York presented the opening address, citing four trends in higher education: 1) a steady decline in state support for public higher education; 2) the pulling away of public universities with large endowments; 3) the projected retirement of a large cohort of faculty; and 4) the need to educate all of our citizens.

Since 1977 state institutions have moved from being state-supported to state-assisted to what may soon become state-located. State funding has fallen from 70% in 1977 to 58% in 1996, and it is still decreasing. As a result, tuition and private donations are on the rise and universities have had to become more entrepreneurial. Private universities and public universities with large endowments have been pulling away from the pack. This is due to the fact that a large endowment provides sustained and predictable investments, and thus income.

The percentage of faculty who were 55 and older in 1987 was 24%. That number has increased to 35% in 2003 and is continuing to rise. Predictions are that there will be an increase of 12.6% in the number of students attending college over the next decade. This translates into a substantial demand for new Ph.D.s and will most likely result in bidding wars for top notch faculty.

Chancellor Goldstein stated that “Education is a *sine quo non* for a responsible citizenry.” Therefore, we need to educate ALL of our citizens in order to remain competitive in a global economy.

Chancellor Goldstein believes we need a new funding model that includes a compact that views funding for public higher education as a shared responsibility between government, alumni, friends, donors, students (modest and predictable tuition increases), and the university.

A number of our members attended the session *Preparing for Grievance Arbitration* and found it very useful. The presenters were both attorneys – one representing management at UMass and one representing the Massachusetts Education Association. It was a unique opportunity to review cases from both a union and management perspective. The session broke into two groups and each group reviewed and presented both sides of individual cases.

Overall, the conference provided an opportunity to network with unionists, managers and labor attorneys from throughout the country and engage in meaningful discussions about the past, present and future of collective bargaining in higher education.

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