

# Union News

Connecticut State University  
American Association of University Professors

## BOT News and a Visit from National AAUP

By David Walsh, CSU-AAUP President

### BOT/AAUP LUNCHEON

On Wednesday, December 1, a joint BOT and AAUP luncheon was held in Berlin to discuss several issues that affect the university. From our position, the most encouraging aspect was that BOT chairman McHugh and others reiterated that the BOT's top priority was the hiring of more full-time faculty. A proposal has already been presented to the legislature that would add 50 new positions over the next five years, with an additional 250 positions as CSU's maximum request. The Board also requested AAUP's assistance in lobbying the legislature in the upcoming General Assembly session, and a joint committee of Board members and AAUP representatives will be established to work toward this end.

### STATE BUDGET

Gov. Rell has invited the presidents of several state employee unions, including CSU-AAUP, to a briefing on the projected budget deficit for the next biennium. For some unions this is an ominous development

since budget cuts are likely to be a central topic. However, we should be exempted from any proposals for a wage freeze or layoff as a result of the agreement signed with the BOT in May 2003, which guarantees us job security through June 2007 and a salary increase of 5% for the next fiscal year. I will report further on the tone of this meeting after its conclusion on December 17.

CSU-AAUP has already begun its lobbying efforts for the upcoming General Assembly session, including finalizing our legislative objectives with our lobbyist, Betty Gallo. We are currently in the process of contacting the 64 successful candidates we endorsed in the recent election. I also attended an event for the probably Speaker-elect Jim Amann and House Majority Leader Chris Donovan on Dec. 8 where I was able to talk to many key legislators.

### A VISIT FROM NATIONAL AAUP

Pat Shaw, Associate Secretary of the Department of Organizing and Services for the National AAUP, was invited to visit CSU-

AAUP at the end of November. His goal was to learn how the National AAUP staff and the Collective Bargaining Congress could better assist our union, and to make useful recommendations on how we could improve our operation.

We are pleased to report that his findings were positive and his commitment of support was strong. In a memo written to the Executive Committee of the CSU-AAUP Council, he commended the union for our successful efforts in identifying, attracting, and training new leaders and for our seasoned and smart staff. He also praised our achievements in the political arena, overcoming major crises in the last two years as well as our impressive communication efforts and our rapprochement with the Board of Trustees. Although the CSU-AAUP Contract is often used as a model contract by the National AAUP Pat offered the Association's services for our next round of contract negotiations to further strengthen our contract. We thank Pat for visiting with the CSU-AAUP Council.

## Local Chapters News

### EASTERN

The ECSU-AAUP Executive Committee met recently to review student applications for the AAUP scholarships, which are awarded to support research projects. Six applications were received and four scholarships will be awarded in the amounts of \$306, \$305, and two in the amount of \$200. The recipients are being notified this week by mail.

### CENTRAL

The CSU Board of Trustees Presidential Search Committee announced the appointment of John W. Miller, chancellor of the University of Wisconsin-Whitewater, as CCSU's 12th president. Dr. Miller's background is in teacher education, specifically literacy education. The National Academic Advising Association awarded him the National Pacesetter

Award for his commitment to academic advising and advocacy for advisers and students. Dr. Miller is the founding president of the Wisconsin Campus Compact, part of a national coalition of college and university presidents committed to civic purpose.

Dr. Miller has been the chancellor and a professor at UW-Whitewater since 1999. We welcome Dr. Miller to CCSU as of July 1, 2004.

### SOUTHERN

All of the state employee unions on campus began meeting periodically to share information and as a show of solidarity after several alarming new policies were released by Human Resources. After meeting amongst themselves, the union leaders invited President Norton to participate in their last meeting. The meeting was very helpful to opening

discussions on the HR policies, and the President has agreed to meet with them again to further discuss the issues that were raised.

In other news, despite discussions with the administration and faculty regarding the overload problems on campus, the overload appears to be increasing rather than decreasing.

### WESTERN

All full-time and part-time faculty are invited to the **AAUP Holiday Party, Thursday, December 16, from 4-6 p.m. at Chuck's Steak House, 20 Segar Street, Danbury.** Spouses and partners are welcome. Join us for great food of carnivorous and vegetarian varieties. Chuck's is just off I-84 Exit 4. For more precise directions, call Chuck's at 203-792-5555.

## Committee on Part-time Faculty Concerns

By John Mueller, CCSU History Professor and Committee Chair

The CSU-AAUP Committee on Part-time Faculty Concerns was formed at the end of the Spring semester and began meeting over the summer with the charge of discussing the issues affecting part-time faculty, who currently make up approximately one half of the faculty at CSU. With the growing number of part-time faculty system-wide, their concerns have grown and become more evident. The increase occurred gradually over time. At this point however, the number of part-time faculty can no longer be explained and dealt with as a temporary expedient.

Before changes can be proposed, we need to know what the situation actually is. In terms of raw numbers for Fall 2004, CCSU has 444 full-time faculty and 491 part-time faculty. SCSU has 443 full-time faculty and 527 part-time faculty. WCSU has 220 full-time faculty and 279 part-time faculty, and ECSU has 207 full-time faculty and 207 part-time faculty. There are now

over 200 more part-time than full-time faculty system wide.

At the beginning of the semester, part-time faculty received a survey designed to discover who the part-time faculty are and what they need in order to be more effective. We had a rate of return of over 30 percent. Another survey was sent to department chairs in order to determine the working conditions and roles of part-time faculty within their departments. The rate of return in this case was over 50 percent. Both of these surveys will help the committee to better understand the actual conditions on all four of the campuses. We hope to have the data collated by mid-January.

CSU is made up of diverse faculty. Only by working together can we improve the conditions of our faculty and, more importantly, of our students. Our working conditions are, after all, their learning conditions. They deserve the best we can give them.

## SEBAC News

### UPDATE ON CORE-CT PROBLEMS

As reported in the September issue of *Union News*, when the State of Connecticut installed new payroll software, Core-CT, in November 2003, SEBAC leadership noticed some problems with member dues. A number of discrepancies were discovered, most notably underpayment of dues by some members of bargaining units. An internal audit was performed at the Comptroller's Office and then the discrepancies were sent to the individual payroll offices to work out.

The work at the individual payroll offices was completed before Thanksgiving and affected members were notified of the error in a separate envelope distributed with paychecks on November 24. If you did not receive a letter with your paycheck, then it is safe to assume that you are not among the affected members.

## Legislative Update

### LEGISLATIVE FORECAST

As reported in the November newsletter, candidates endorsed by CSU-AAUP did well in the recent elections. Democrats gained seats in both the Senate and the House. The Senate Democrats gained three seats, bringing the number to 24, enough to override a gubernatorial veto. There will be 12 Republicans in the Senate. The Senate leadership will not see many changes. Donald Williams, who took over for Kevin Sullivan when he was made Lt. Governor will remain Senate President. Martin Looney will continue as Majority Leader and Louis DeLuca will again serve as Minority Leader. John McKinney will be promoted to Assistant Minority Leader. The Senate chairs of legislative committees will most likely remain stable.

The next Speaker of the House, replacing Moira Lyons, is expected to be James Amann. However, the official vote will not take place until January 5. The Majority Leader will be Christopher Donovan, who is a Labor Representative

with the Congress of CT Community Colleges and teaches part-time at the University of Hartford. The Minority Leader will remain Robert Ward. Most likely there will be significant change in committee chair positions due to the change in leadership. However, these will not be announced until January 5.

The Governor will be presenting her budget in February and estimates on the shortfall for the next two fiscal years range between \$600 million to \$1 billion. There is likely to be a revenue problem and a spending cap problem. The governor's budget will have a new perspective this year because as you may have heard, Mark Ryan, Secretary Office of Policy Management, announced his resignation on October 12 and will be replaced in January. His replacement is likely to be Senator Robert Genuario.

While Governor Rell has proven to be more approachable and open to the unions than former Governor Rowland, the honeymoon period may be done once she releases her budget.

### ACE COMMISSION

The Task Force on Government Accountability, Creativity and Efficiency was charged with conducting a review of state government programs and agencies. On December 10, 2003, the Commission approved 11 final recommendations that included the creation of a successor commission and 10 areas for further study. One of these recommendations was that CSU be merged with the Community-Technical Colleges (CTCs) under one Board of Trustees.

The successor commission, known as the ACE Commission, was to submit its findings and recommendations to the governor and the relevant legislative committees by January 5, 2005. However, it is unlikely that the Commission will meet the January 5 deadline since as of the date of printing, all appointments have not been made to the Commission and it has never met. Most likely the General Assembly will allow the committee to meet and extend its deadline to July.

## Contract Spotlight: Overload/Under Loads

## CBC Meeting

### What is an overload and what does it mean?

The Collective Bargaining Agreement, or the Contract, covers wages, hours and working conditions for teaching faculty, coaches, counselors and librarians. Article 10, Workload, covers the work year, class size, and a myriad of issues surrounding workload. Article 10.5 (page 68) specifically addresses the issues of overload and underload.

### OVERLOAD

Article 10.5 states: "Full-time members having workloads in excess of twelve (12) load credits in any semester shall have an appropriately reduced load within the next three (3) semesters to assure an average workload of twelve (12) load credits." This means that the "normal" teaching faculty load should be twelve (12) load credits each semester. The article further states that: "A full-time member may not be provided a modified load within three (3) semesters until at least three (3) excess load credits have been accumulated." Thus, if you are assigned an overload of three (3) load credits in a given semester (15 load credits) you may demand a reduced load within the next three semesters to average your load to twelve (12) load credits over a three (3) semester period. However, if you are assigned an overload of one (1), two (2) or any fraction thereof, (13, 14 or 12.66 lc respectively) you must wait until your accumulated overload reaches three (3) load credits before you can demand a reduction in load.

Overload credits are not lost. They continue to be carried forward from semester to semester or to accumulate, according to your load for the semester. However, if you leave the bargaining unit with an accumulated overload or underload, you will not be paid for overload nor be asked to reimburse the University for an underload. There is one exception to this provision with regard to members who switch from part-time to full-time and then back to part-time. Read the appropriate section of Article 10.5 if you think this may apply to you.

### UNDERLOAD

Article 10.5 also addresses underload, as follows: "Similarly, full-time members having workloads of less than twelve (12) load credits in any semester that is not due to compensation for prior overloads can have an appropriate increased workload within the next three (3) semesters." This means that if you have been assigned an underload, (less than twelve (12) load credits in any semester), you may be required to take an appropriate overload, (more than twelve (12) load credits), within the next three (3) semesters in order to average your load

to twelve (12) load credits over a three (3) semester period.

### RECORD KEEPING

Pursuant to the Contract, "at the time of scheduling for each semester the Chairperson of a department shall submit all proposed overloads for the approval of the appropriate academic Dean." In addition, it is the responsibility of the administration, pursuant to Article 10.5.1 to maintain records of all faculty load. The AAUP office has been maintaining a record of overload and underload since 1977, when the first contract was negotiated. **You are strongly urged to keep track of your own loads and a running total of your over or underload and to reconcile your records with those of the Department Chairperson and/or Dean on a regular basis.**

### WHO GETS HURT?

The entire faculty is hurt when large amounts of overload credit are allowed to accumulate. It is the responsibility of the Administration, specifically the Dean, to enforce Article 10.5 of the Contract and insure that faculty have an average twelve (12) hour load over a three (3) semester period. **Allowing large amounts of overload credit to accumulate is extremely hurtful to faculty and students, and detrimental to the quality of education at our University.**

### WHY?

1. Overloads can indicate that there are not enough resources to carry out necessary duties. Of course, it is an appropriate use of overload to assist a department to cope with unexpected scheduling problems or unforeseen opportunities. However, to use a short term method to solve a long term problem is ineffective and short-sighted.

2. It can lull both faculty and administration into a false sense of security, creating the illusion that we have enough person-power to achieve our academic mission when, in fact, faculty are overworked.

3. Furthermore, continuing to teach overloads with no corresponding underload gives the Administration ammunition at the bargaining table for increasing faculty loads to fifteen (15) load credits on a regular basis and a false sense of meeting student demand for classes.

### HOW YOU CAN HELP

Please do your part to see that this provision of the Contract is upheld. Keep track of your own load on a semester-to-semester basis and demand compensation for an overload within the three semester limit mandated by the Contract.

The Collective Bargaining Congress (CBC) Semi-Annual Meeting took place December 3-4 in Washington, D.C. The CBC meets twice a year and makes recommendations to the Council and Annual Meeting on matters concerning the purpose, structure, and work of the AAUP. The business meeting included a lengthy discussion of the draft statement "Member-Based Academic Unionism". Participants made suggested revisions to the document and CBC will compose a re-draft to be circulated for additional comments.

Guest speaker Bill Fletcher, formerly AFL-CIO Education Director and Assistant to President John Sweeney, and currently President and Chief Executive Officer of TransAfrica Forum spoke on the problems facing unions and offered advice on how unions must adapt to remain strong in the future.

Current conditions demonstrate that "we are losing many of our civil liberties and democratic rights, including our right to freedom of association and the right to organize unions." This includes the current configuration of the National Labor Relations Board, a Presidential Administration which has demonstrated a deep hostility toward workers and their unions, and the US South where very few states have a legal right to bargain collectively.

"The conclusion from all this is that only an organization that is run by the members and acts on behalf of the members will be able to survive, let alone grow. Any organization or group of workers that depends on someone else fighting its battles—fighting the battles FOR the membership rather than SERVING the membership—will inevitably perish."

The weekend also included several training workshops such as Negotiations Roundtable; Negotiating Contingency; Graduate Student Organizing; The Legal and Political Landscape; and Contract Negotiations: A Story of Survival for the University of Akron Chapter.

## Faculty Association Speaks Out on Three Top Issues

Meeting in Washington, D.C., the national Council of the American Association of University Professors (AAUP) adopted new policy statements on three issues of concern to faculty and others in the academic community. The policy statements address corporate funding of academic research, background investigations on faculty, and academic freedom and electronic communications.

**Corporate Funding of Academic Research:** Noting the longstanding practice of mutually beneficial collaboration between industry and research universities, the statement raises cautions about improper pressures on the design and outcome of research that may arise from financial ties between the corporate sponsor and either the researcher or the institution. The policy recommends that faculty should have a major role in developing, assessing and disseminating information about institutional policies on corporate-sponsored research. "There should be emphasis," the statement continues, "on ensuring that the source and purpose of all corporate-funded research contracts can be publicly disclosed," and that these contracts "should explicitly provide for the open communication of research results, not subject to the sponsor's permission for publication."

The statement further recommends that faculty call for periodic review of the overall impact of corporate-sponsored research on students, research faculty, and postdoctoral fellows, insist on appropriate due process protections in the context of any alleged violations of university policies in this area, and regularly review and update institutional policies on these matters.

**Verification and Trust: Background Investigations Preceding Faculty Appointment:** With increasing frequency, colleges and universities are now requiring extensive background checks on all prospective employees, including faculty members. The new Association policy finds these new requirements to be "quite out of proportion" to actual problems facing the academy, and urges restraint in their adoption. While recognizing that there may be instances in which the nature of a particular faculty appointment may justify a more extensive background check of faculty credentials than is customary in higher education, the policy concludes that "for an ordinary faculty appointment, the likely benefits of a background criminal investigation... are dwarfed by the grave invasions of privacy caused by such investigations, as well as by the misuse of sensitive information."

The statement includes a recommendation that three basic protections of the Fair Credit Reporting Act should be adopted as governing principles whenever an extensive background check prior to a faculty appointment is found to be necessary. The three protections are: (a) the candidate must be informed of the proposed background check, and must authorize it in writing, (b) the candidate must be given a copy of the final report, and (c) no adverse action should be taken on the basis of the report until the candidate has had an opportunity to contest its accuracy.

**Academic Freedom and Electronic Communications:** This major policy statement offers a review of the application of basic principles of academic freedom to electronic and digital communications. The key principle is that "academic freedom, free inquiry and freedom of expression within the academic community may be limited to no greater extent in electronic format than they are in print..." Several specific applications of the principle are examined in detail, including the freedom of research and publication, freedom of teaching, freedom of artistic expression, acceptable use policies, sanctions for abuse or misuse of electronic media, and responsibility for "extramural utterances." Also discussed are the application of academic freedom principles to campus speech codes, harassment policies and the privacy of electronic communications.

These new policies will join more than seventy other Association policies, statements and reports in the next edition of the AAUP "Redbook" (AAUP Policy Documents and Reports), a nationally respected compendium of standards and guidelines for faculty and their institutions.

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## CSU-AAUP

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