

Union News

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

Legislative Matters pgs. 4&5



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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.

CSU-AAUP President David Walsh will visit each campus to discuss National AAUP's Restructuring Proposal:

SCSU

Monday, March 24
1:00-2:00pm
Engleman D 125

WCSU

Tuesday, April 1
3:30-5:30 pm
Mid-town Campus
Faculty Dining Room

ECSU

Wednesday, April 23
12:00 noon-2:00pm
President's Dining Room

CCSU

Wednesday, April 30
11:30am-1:30pm
Connecticut Room

Read President Walsh's memorandum on restructuring at <http://www.ccsu.edu/aaup/csu/National%20AAUP%20Restructuring.pdf>

Union News

CSU-AAUP

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Why Do Academics Unionize?

Over the past thirty years, faculty and other members of the academic community have increasingly turned to unions to protect their individual rights, their shared role in institutional governance, and the standards and practices that guarantee the quality of American higher education. Unions have proven effective in struggles to defend tenure, protect academic freedom, and secure “a sufficient degree of economic security to make the profession attractive to men and women of ability.” In this phrase from the 1940 Statement of Principles on Academic Freedom and Tenure, the American Association of University Professors and the Association of American Colleges (now the Association of American Colleges and Universities) made clear the connection between the well-being of the nation’s faculty and the integrity of its educational system.

Because of our understanding of the importance of the faculty and other academic professionals in the maintenance of democratic ideals in American higher education, the AAUP has been the public voice of the academic profession since its founding in 1915. Consistent with our articulation and defense of professional standards, and after a decade and a half of engagement by local AAUP chapters in collective bargaining, the Association formed the Collective Bargaining Congress (CBC) in 1985 to help organize and strengthen the efforts of newly empowered AAUP collective bargaining chapters throughout the nation. Since then, collective bargaining chapters of the AAUP have developed a distinctive kind of unionism that responds to the missions of American colleges and universities.

Unions & The University

Over the centuries, academics have considered it an honor and a duty to defend the autonomy and integrity of their institutions against outside threats. Academic unions are the most recent in a long line of collegial structures forged to protect the rights and professional roles of academics.

Academic unions provide many benefits.

- Unions enable faculty and other members of the academic community, who would be powerless alone, to safeguard their teaching and working conditions by pooling their strengths.

- Unions make it possible for different sectors of the academic community to secure contractual, legally enforceable claims on college administrations, at a time when reliance on traditional advice and consent has proved inadequate.
- Unions provide members with critical institutional analyses—of budget figures, enrollment trends, and policy formulations—that would be unavailable without the resources provided by member dues and national experts.
- Unions increase the legislative influence and political impact of the academic community as a whole by maintaining regular relations with state and federal governments and collaborating with affiliated labor organizations.
- Unions reinforce the collegiality necessary to preserve the vitality of academic life under such threats as deprofessionalization and fractionalization of the faculty, privatization of public services, and the expanding claims of managerial primacy in governance.

- Excerpts from the Statement of Principles of the Collective Bargaining Congress, *AAUP Unionism: Principles & Goals*

CT State Conference-AAUP Spring Meeting:

“Effect of the War on Terror on Campus Life”

May 8, 2008

Yale Graduate Club

6:00-9:00pm

CSU-AAUP will pay \$15 towards the cost of attending for you and a guest. Often the local chapters agree to fund the rest of the cost. Call your local AAUP office to sign up or for additional information.

CSU-AAUP/SUOAF-AFSCME Lobby Day

Thank you to all those who attended CSU-AAUP/SUOAF-AFSCME Lobby Day on Wednesday, March 5. Approximately 30 AAUP and SUOAF members participated in the day, and we were pleased to host many legislators and legislative staff at our breakfast. Senate President Donald Williams, Speaker of the House Jim Amann, and Appropriations Chair Denise Merrill all addressed the audience. Also in attendance at the breakfast were Chancellor Carter, all four university presidents, and Board of Trustees member Ron Pugliese.

Following the breakfast, participants met with many of their own legislators, in addition to staff from Governor Rell's office and members of the Higher Education Committee. The focus of the day was on SB 308, *An Act Concerning Funding to Increase Faculty* (see update on this legislation below), which if passed would allocated \$1.201 million for more full-time faculty at CSUS. For the most part, legislators understood the need for more full-time faculty at our institutions and said they would support the measure if it appears in the Appropriations Committee budget.

Building relationships with members of the General Assembly is an essential activity for any

organization that relies on state funding. As a public university system, the amount of state funding allocated to CSU is crucial in order to keep the cost of tuition affordable to our students, to hire new faculty, and to develop and strengthen our academic programs. Lobby Day is only one of many activities that CSU-AAUP promotes to bring together our members and legislators.



CSU-AAUP members meet with Rep. Willis, Chair of the Higher Education and Employment Advancement Committee.

\$1 Mil. Recommended for Full-time Faculty at CSU

SB 308, *An Act Concerning Funding to Increase Faculty*, was amended and received a positive recommendation from the Higher Education and Employment Advancement Committee on Tuesday, March 4.

The original bill language asked for \$1.201 million for full-time faculty at CSUS, \$4.4 million at the Community Colleges, and \$5.25 million at the University of Connecticut. The Administrations submitted the figures to the Legislature, and Chancellor Carter stated at public hearings and in private conversations that the reason the CSU System asked for less money was because they intended to match what the General Assembly appropriated for this initiative.

The Higher Education Committee amended the bill so that all three systems of public higher education

would receive \$1 million for additional faculty. Chancellor Carter continues to assert that if this funding is approved, he plans to match it.

The bill was then referred to the Appropriations Committee. Our lobbyist had heard that the latest revenue estimates were disastrous and below what would be needed to fund the proposed Rell budget. If these figures hold, huge cuts will be needed across the board.

However, despite continued concerns with the economy, the Appropriations Committee released its budget on March 26 and it included \$1 million for additional full-time faculty at CSUS. There are many cuts in the budget, but our initiative survived. We will continue to monitor the progress of the budget and keep the membership informed.

National AAUP Briefs

AAUP Files Motion in Habib Case

The AAUP, in coalition with several other groups, filed a motion for summary judgment and opposition to the government's motion to dismiss in its case against the Department of Homeland Security and State Department on behalf of excluded South African scholar and governmental official Adam Habib. This motion came in response to the government's motion to dismiss the case, filed in mid-January. The AAUP's brief argues that the government's actions violated the First Amendment, and that the court has the authority to review a governmental official's decision to deny a visa or a waiver where the decision implicates the First Amendment rights of U.S. citizens or residents or where the decision was made above the consular level. (*Reprinted from National AAUP*)

North Central State Faculty Elect AAUP Chapter as Collective Bargaining Representative

The election was conducted by the State Employee Relations Board (SERB). Ninety-five percent of the 60-member bargaining unit voted, with 61% voting for NCSFA-AAUP as the collective bargaining representative, and 39% voting for no representative.

The successful election marks the conclusion of a campaign that began 17 months ago. The next step is to begin preparation for negotiating the first collective bargaining agreement with the college. (*Revised from National AAUP*)



From left to right: CSUS Chancellor David Carter, Senate President Don Williams, and CSU-AAUP President David Walsh at the CSU-AAUP/SUOAF-AFSCME reception in honor of Don Williams.

Council Meeting

At its February 21 meeting, the CSU-AAUP Council:

- Approved the release of a Request for Proposal (RFP) for a Workload Study at the Connecticut State University System
- Voted in favor of a resolution to expend \$250 towards sponsorship in support of the 20th Annual Henry Barnard Distinguished Student Awards Banquet
- Approved a resolution to pay half the cost of the Connecticut State Conference-AAUP Spring Meeting for each CSU-AAUP member and a guest
- Reviewed a memorandum written by President Walsh updating the membership on National AAUP's Restructuring Proposal
- Discussed mandated computer tutorials that were being imposed on faculty at WCSU
- Heard a report that the campus administrations have been cooperative in giving the union ID card numbers for the faculty for the upcoming online union elections
- Heard a report from Joe Grabarz from the lobbying firm of Betty Gallo & Company that the full-time faculty bill was receiving some support in the General Assembly

Senator Williams Reception

CSU-AAUP and SUOAF-AFSCME hosted a reception in honor of State Senate President Don Williams for his leadership during the 2007 legislative session. The event was held at Central, but faculty, staff, and administrators from all four campuses were invited to attend as well as members of the Board of Trustees and all legislators. Approximately 100 people attended the event, which ran from noon to 1:30pm on February 26.

Sen. Williams was instrumental in passing the "CSUS 2020 Bond Package", which awarded \$950 million to the university system for infrastructure improvements. In addition, Senator Williams supported \$1.3 million in funding to CSU for additional full-time faculty. This commitment to CSU was the largest in its history and will go a long way towards transforming faculty working conditions and student learning conditions.

CSU-AAUP Council Approves RFP for Workload Study

In order to obtain hard evidence to counter some of management's anticipated arguments against workload reduction or redefinition during the next contract negotiations (2010), the CSU-AAUP Council has formed an ad hoc committee on workload to oversee a workload study to be performed at CSU. At the last Council meeting on February 21, the committee presented and obtained Council approval for a request for proposals (RFP), which will be disseminated nationally.

Outlined in the RFP, the study is planned to begin September 2008 and end September 2009, with a final report delivered by December 15, 2009. This will give the negotiating

team approximately ten months to study the results and prepare for negotiations, which are scheduled to commence on or before October 1, 2010.

The workload study will investigate how much time is spent on activities mandated by the Contract, as well as activities mandated by Management. These activities include, but are not limited to, teaching, preparing for courses and laboratories, advising, serving on university committees, performing assessment initiatives, incorporating technology to enhance student learning, and corresponding with students and colleagues via electronic communication.

The study will further investigate the workload of special groups among the membership. It will individually look at the workload of full-time faculty, part-time faculty, coaches, librarians, counselors, and department chairs, as well as the activities they perform.

The union's success in negotiations and arbitration rests on the availability of hard evidence to back up its claims, especially statistics and comparisons to peer institutions. While the CSU-AAUP Contract Negotiating Team had some data on workload in the past, the information was always generated by the university and based on previously accepted definitions of workload associated with load credit. Generating our own data will give the Negotiating Team the evidence it needs to support our claims of how overworked the membership is.

National AAUP Ballots must be returned no later than APRIL 15.

You can read biographical statements for each candidate online at www.aaup.org. If you have any questions of the candidates, please feel free to contact them directly.

CSU-AAUP

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