

Union News

Connecticut State University
American Association of University Professors

Mixed, but Promising, Results from the Legislature

The General Assembly voted to approve our aggregate salary increase of 5% and also voted to fund it from the general fund (rather than directly from CSU's budget). There will also be a 5% increase in special funds, which include travel, faculty development, research grants, curriculum-related activities and retraining funds. In addition, CSU successfully lobbied for a budget increase to \$149.2 million, which is more than was originally appropriated for FY07. Overall, it was a promising session for CSU.

One disappointment was not receiving specific funding for additional full-time faculty, however we have made positive advancements with the bill. SB 354, An Act Concerning a Full-time Faculty Plan, was a joint effort by CSU-AAUP, UConn-

AAUP and the Congress of Connecticut Community Colleges (4Cs). This is only the second time this bill was filed, and it often takes years for bills to gain enough support to pass. For example, the teachers' retirement fund has been woefully underfunded for years and advocacy groups were finally able to garner enough support this year to receive funding. We built on our support for appropriations to hire additional full-time faculty from last year and we plan to file a similar bill again next session and continue to increase our support. We must make a long-term commitment to lobbying and continuously build on our support if we hope to be successful.

"We are continuing to make gains in the General Assembly," stated David Walsh, CSU-AAUP President. "We have excellent

access to the highest level legislators and they understand clearly our need for more teaching faculty. Speaker Jim Amann pledged to support us in the upcoming full budget session next year and personally campaign for more full-time faculty for CSU. The General Assembly also appears highly receptive to the CSU Administration's desire to achieve a more equitable bond funding." Walsh added, "Lobbying is hard work that must be approached with determination and care. Faced with competing demands with K-12 educators, the transportation lobby, social service agencies and others we cannot expect quick or easy gains. I am however convinced that the gains will come."

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Concern over Promotion & Tenure Decisions

CSU-AAUP is extremely concerned about presidential decisions at CCSU and SCSU that overturned the positive recommendations for penultimate tenure, of two members' DECs, Deans and P & T Committees. The concern extends to CCSU President Miller's reversals of four unanimously positive (DEC, Dean and P & T Committee recommendations for promotion, one to associate and three to full professor — all women.

On Thursday May 11, CCSU-AAUP and the Faculty Senate co-sponsored an open forum, at which President Miller, addressed the faculty on these issues; well over 120 faculty attended.

Information is being gathered, statistics are being calculated, grievances are being filed and all possible remedies will be explored by CSU-AAUP.

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CSU-AAUP Council Notes

- The Chief Negotiator presented a list of issues that the team has discussed. The team gathered this information by survey, contract negotiation forums and individual contact. The Chief Negotiator will make another presentation at the Council's May meeting.
- Grievance Trainings, open to all CSU-AAUP members and led by a member of National AAUP staff, were held on Thursday, April 20 at CCSU. Participants made positive remarks about the training and CSU-AAUP would like to hear your ideas for future trainings. If you would like to make a suggestion, please contact your local AAUP office.
- A Constitution and Bylaws Review Committee has been appointed and will be holding its first meeting on May 12.
- The Council approved the attendance of up to 10 persons to the COCAL VII (Coalition of Contingent Academic Labour) Conference in August.
- Both CCSU-AAUP and SCSU-AAUP expressed concerns over their respective Campus President's denial of tenure and promotion to individuals who were recommended with the consensus of their DEC's, Dean, and University Promotion and Tenure Committees. These included two penultimate tenure decisions, one at

CCSU and the other at SCSU. See article on page 1.

- CCSU-AAUP has discovered that the Administration has allowed some "underenrolled" courses that do not meet the minimum number of students, to run if the faculty member agrees to teach the course for 0.33 load credits per student. The Contract does not allow for the pro-ration of load credits for small classes.
- CCSU-AAUP is creating an ad hoc committee on working conditions after several issues on campus have been brought to the Chapter's attention.
- ECSU has revised its professional assessment form with the assistance of AAUP, and they feel it is a significant improvement over the previous format.
- SCSU-AAUP reported that the Business School is being restructured; details to follow.
- SCSU-AAUP announced the hiring of an additional staff person, Gary Winfield, who will be serving as SCSU-AAUP's Office Assistant.

WCSU-AAUP announced the approval of a fourth School at WCSU, the School of Fine & Performing Arts.

National AAUP Election Results

Cary Nelson, a well-known scholar-activist, has been elected president of the American Association of University Professors for a two-year term. Nelson is professor of English and Jubilee Professor of Liberal Arts and Sciences at the University of Illinois at Urbana-Champaign. An author or editor of twenty-five books and the author of 150 articles, he has served on the AAUP's National Council for ten years, the last six as second vice president.

Nelson's campaign for the presidency mixed praise for the AAUP's accomplishments with warnings that change is necessary if the AAUP is to reach its full potential. "The policy statements issued by our committees, the investigations we conduct, and the work of our national staff is of the highest caliber. But we must do a more effective job of communicating our

accomplishments to the professoriate at large. We need to focus on our key missions, activate our membership, and maximize our impact," Nelson says.

Larry G. Gerber, professor of history at Auburn University, was re-elected first vice president and Jeffrey A. Butts, professor of biology at Appalachian State University, was re-elected secretary-treasurer, each for third terms. Estelle Gellman, professor of Educational Psychology at Hofstra University, was elected second vice president.

Arlene Bielefield from Southern Connecticut State University was elected to serve District IX, which consists of Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.

Health Insurance Open Enrollment

The state employee health insurance open enrollment period will be held from May 16, 2006 through June 16, 2006. State employees will be able to obtain full details of plan choices in the HealthCare Options planner that will be mailed directly to all employees' home addresses on or about May 5, or at open enrollment fairs held across the state throughout the duration of open enrollment. Please be advised that part-time faculty who are currently enrolled in health plans will receive a letter (via US mail) from their university Human Resources office containing all the open enrollment information. Employees will not be able to enroll in, change, or add dependents to a plan other than during this open enrollment period, except under limited circumstances in response to changes in their work or family status.

For employees that do not respond during this year's open enrollment period, their health insurance status will remain unchanged, except that they will be affected by any change in the deduction amount for their plan. Employees who elect to remain with their existing plans do not have to complete a new health insurance enrollment statement. For those employees who elect to change plans, please contact your local Human Resources office for the appropriate forms. Employees seeking to add medical and dental coverage for their civil union partners and dependent children or to enroll or change coverage for domestic partners should also contact Human Resources to obtain the necessary paperwork.

There are no changes in the medical plan offerings for the 2006-07 plan year. The medical benefits of all the plans remain aligned and unchanged from last year. For employees who reside outside of Connecticut, the Oxford USA Plan and the Anthem Out-of-Area plan will continue to be available. There are also no changes to the State's prescription drug offering or the State's dental plan offerings. (Please see note regarding UnitedHealth Dental Plan "balance billing" on page 6).

The schedule of open enrollment fairs for CSU employees is as follows:

Agency	Date	Time	Location
WCSU	Monday, May 15	9:00am-12:00 noon	Student Center, Room 201
ECSU	Monday, May 15	1:00pm-4:00pm	Paul E. Johnson Room, Library
CCSU	Tuesday, May 16	9:00am-5:00pm	Founders Hall, Adm. Building
SCSU	Tuesday, May 16	1:00pm-4:30pm	3 rd Floor, Student Center

Please visit the Comptroller's website, www.osc.state.ct.us, for additional information.

Mixed, but Promising, Results from the Legislature

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One obstacle this year was that the second year of the biennium is a shorter legislative session and focuses mostly on budget adjustments. Another obstacle was the fact that the Governor's budget prevailed with minor changes.

One very positive point that was reinforced this legislative session is that President Walsh continues to have privileged access to legislative leaders. Under difficult time constraints during the last two weeks of session, President Walsh was able to meet with leaders such as Senate President Don Williams, Speaker of the House Jim Amann, House Majority Leader Chris Donovan, Appropriations Chair Denise Merrill, Higher Education Subcommittee of Appropriations Co-Chair

Roberta Willis, and three of Governor Rell's top aides.

CSU-AAUP will continue our lobbying efforts and we again thank all of the faculty and staff who have participated by attending Lobby Day or otherwise contacted their legislators on important issues. We would also like to thank Jill Ferraiolo, the new Executive Officer for Government Relations for the CSU System. Jill began her new position a few months into the legislative session and worked with CSU-AAUP and our lobbying firm on several issues. We expect to continue a good working relationship with her and Chancellor Carter at the General Assembly next session. CSU-AAUP would also like to thank our lobbying firm, especially Chelsea Turner for working so hard on our behalf.

“The Devaluing of Higher Education”

AAUP Releases Annual Report on Faculty Salaries

For the second consecutive year, the increase in overall average salaries for college and university professors failed to keep up with the rate of inflation. That is one of the central findings of “The Devaluing of Higher Education: The Annual Report on the Economic Status of the Profession, 2005–06.”

The AAUP’s annual report has been an authoritative source of data on faculty salaries and compensation for decades. This year’s findings call into question assertions contained in an issue paper on college costs prepared recently for the U.S. Secretary of Education’s Commission on the Future of Higher Education. The paper, by commission consultant Robert C. Dickeson, claims that “faculty salaries are especially expensive,” and that “the time-honored practice of tenure is costly.” AAUP data, however, indicate that overall average faculty salaries remain depressed as a result of a long-term pattern of insufficient investment in faculty.

This year’s report compares faculty salaries to other higher education indicators, including presidential salaries and institutional returns on endowment investment. The concluding section explores an issue of continuing concern to those committed to maintaining the quality of U.S. higher education: the low pay rates of part-time faculty, who now make up nearly half of all college and university teachers. Highlights of this year’s report include the following:

- Overall average salaries for all ranks of full-time faculty across all types of institutions rose 3.1 percent between 2004–05 and 2005–06. When adjusted for inflation, however, average salaries declined by 0.3 percent, following a 0.5 percent decrease in 2004–05. The last time inflation-adjusted salaries declined for two consecutive years was from 1978–79 to 1980–81.
- Full-time faculty who continued from the previous year at the same institution did not fare much better. Their 1.1 percent inflation-adjusted salary increase is the lowest since 1996–97.
- The salary gap between full-time faculty at public colleges and universities and their counterparts at private (non-church-related) institutions continued to widen in 2005–06. This disparity seriously disadvantages public institutions in trying to attract

and retain the most qualified faculty.

- Over time, a significant lag in compensation has developed between faculty and those with graduate degrees in other professions. Although most faculty members do not choose a career in academe for the paycheck, this increasing disparity makes it more difficult to recruit the best students into academic careers.
- Although both public and private institutions are recovering from the economic difficulties of the past few years, college and university presidents are reaping significantly greater rewards from the recovery than faculty. Between 1995 and 2005, median salaries for presidents rose 29 percent, while salaries for full-time faculty increased only 9 percent.
- The increasing costs of benefits, particularly medical insurance, represent a continuing strain on college and university budgets.
- The number of faculty employed only part time continues to increase. This year’s report gives an indication of how low the pay for part-time faculty really is.

The report and major tables are posted on AAUP’s web site, <http://www.aaup.org/research/index.htm>. Listings for individual institutions are available only in the written report. AAUP members receive a copy as part of their Academe subscription.

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Concern Over Promotion & Tenure Decisions

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While President Norton at SCSU has not made a public statement regarding the case of tenure denial, President Miller made a statement sent via the campus listserv. In his statement, President Miller states that "I entered into this process recognizing that I was a newcomer. I constantly reminded myself that I needed to adjust my standards and expectations to those of the institution, but I also believe that my standards are not excessive and that they are realistic. I have read tenure and promotion portfolios at four other universities, three of which were regional comprehensives with substantial teaching loads very similar to ours at Central...I have always believed that the most informed evaluation can be done at the level closest to the work...Thus, I paid particular attention to the DEC's reports in the folders...What I found, among other things, was a level of hyperbole that was surprising to say the least. Load credit activity supported in the dossier by nothing other than student evaluations which appeared to be average, or below, was referred to as "extraordinary" or "excellent," when clearly it was nothing of the sort. Creative activity in the form of research in a case built almost solely of papers at local and regional conferences, progress reports on projects, local institutional grants, etc. was deemed "exceptional" or "very important work," when it contained only one or two actual pieces of serious work...As I said at the outset, when there were differences between my assessments and those of the DEC's (which were numerous) and those of the Deans and the P&T Committee (which were few), my tendency was to abide by the recommendations; thus, somewhat diminishing my own standards, but recognizing my need to come to an understanding of the institutional standards. However, in a small handful of decisions I was simply not able to do that, and I did not." To read President Miller's full statement, please visit www.ccsu.edu/aaup/csu.

CCSU-AAUP President Cindy White responded

to his statement. "The primary issue of concern for faculty is contained in the President's statement that in several cases he overturned decisions on which DEC's, Deans, and University P&T had concurred. The President explains his decisions on these cases by saying that concurrence on his part would have represented too much of a diminishment of his standards. While the issue of the difference in standards and how the President characterizes the work of DEC's in particular deserves comment, I am especially alarmed at the possibility that individual faculty are caught in the awful position of paying a very high price for meeting the very standards that, up until the President's decision, they were led to believe were expected of them. In the case of tenure, the price is ultimate: loss of position, income, institutional home, security, and professional status...If the standards for evaluation are going to change, faculty should have input into those changes. More importantly, those who are seeking promotion and tenure should have fair and advance understanding of the standards and ample time to meet them. President Miller's actions indicate a change in standards, which underlie the promotion and tenure process...That would potentially have deleterious effects on shared governance...Most faculty members take the task of evaluating their colleagues seriously and undertake this task diligently and with great care. If there are areas of concern regarding standards and the application of standards, this may well be a result of changes in administrations, a lack of consistency in administrative policy, and a failure of the university as a whole over the past several years and administrations to establish a coherent vision for the university that includes a clear set of expectations for decisions on faculty renewals, promotions, and tenure... To fault DEC's in particular for a failure to mentor their colleagues adequately, ignores the very real impact and consequences of that turnover and excuses the administration of any responsibility." To read the full response, please visit www.ccsu.edu/aaup/csu.

Financial, Healthcare and Retirement Notes

- The AAUP has signed a memorandum of agreement with the Board of Trustees (BOT) regarding the pay schedule for the part-time members for the next academic year. Seven paychecks will be distributed during the fall semester such that the first check will be paid on September 29 and the last paycheck will be issued on December 22. However, the spring schedule requires that eight pay periods are necessary. The first paycheck will be issued on February 16 and the last check will be paid on May 25. The exact dates of all the paychecks will be published and sent to the part-time faculty by the Administration on or around the start of fall semester. This agreement was necessary for the Administration to be in compliance with state law and the CSU-AAUP/BOT Contract.
- The State Comptroller's Office has performed an audit in relation to the UnitedHealth (basic) Dental Plan "balance billing" matter that was reported on in the April newsletter. The preliminary results of the audit identified 200 dentists that are balance billing under UnitedHealth, but were not previously under

Anthem. A good percentage of the dentists contacted are interested in negotiating fees with UnitedHealth, which will help alleviate the problem. However, SEBAC will likely request that Anthem Dental be reinstated. **Update:** For those employees enrolled in UnitedHealth (basic) Dental Plan, the State Comptroller's office will be providing a list of approximately 1,800 dentists (also available on the State Comptroller's website, www.osc.state.ct.us) who have committed to accept UnitedHealth's dental reimbursement rates as full payment for their services. If your dentist is not on the list, s/he has not agreed to accept UnitedHealth's reimbursement rates and will most likely continue to balance bill patients.

- Please read the article regarding the health care open enrollment period on page 3.
- The state budget allocated over \$262 million to the under-funded teachers' retirement fund, one of the three retirement plans available to CSU-AAUP members if they meet eligibility requirements.
- A new tax cut benefits families preparing to send children to college. Joint filers will be able to make annual contributions up to \$10,000 to the Connecticut Higher Education Trust, known as CHET, and deduct that amount from their Connecticut adjusted gross income. Individuals can take deductions up to \$5,000 for contributions to the state-sponsored savings plan.

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