

# Union News

Connecticut State University  
American Association of University Professors

## Election Results

By David Walsh, CSU-AAUP President

### ELECTIONS

The CSU-AAUP endorsed 81 candidates for State Senator and State Representative. Out of those 81 races, 64 of our endorsed candidates won. Two key senate races were won by a CSU-AAUP endorsed candidate: Ed Meyer (D-Guilford) defeated incumbent William Aniskovich in the 12th District, and Gayle Slossberg (D-Milford) defeated incumbent Win Smith in the 14th District. Two incumbents in the house were also defeated by our challengers: Joe Aresimowicz (D-Berlin) defeated incumbent Bob Peters in the 30th District and Deborah Heinrich (D-Madison) defeated Peter Metz in the 101st District. There were also nine open seats that were won by one of our endorsed candidates.

I would like to say a very special thank you to John Harmon, Geography Professor at Central, for his hard work, diligence and expertise as chair of the CSU-AAUP Political Committee.

### SOUTHERN

As you may know, Southern has been working on a solution to their accumulated overload problems. The SCSU-AAUP will be holding a chapter meeting to discuss the latest information on this issue on November 15 at 1:00 pm in EN D Room 125. Please call the AAUP office at (203) 392-5976 if you have any questions.

### EASTERN

ECSU-AAUP held their first "State of the Union" meeting on October 15, with approximately twenty-five people in attendance. The event was not focused on any particular issue, but several people reported on their specific involvement in union activities. Ann Higginbotham of the History Department reported on the Conference on Contingent Faculty Issues that was held at Southern on October 2 (see page 2). There was discussion

### MEETING WITH GOVERNOR'S SENIOR ADVISOR

On October 26, I met with Ms. Amy Lazzaro, Senior Advisor to Governor M. Jodi Rell. Accompanied by Professor Robert Homa, President of the Congress of Connecticut Community Colleges, we stressed two major issues during the meeting: (1) That we oppose any merger between the Board of Trustees and System Offices of Connecticut State University and the Community Colleges, and (2) the need for more full-time, tenure-track faculty positions at both institutions. We thanked the State for their support in improving our infrastructure, but again emphasized that the missing element in providing quality higher education is the hiring of additional full-time faculty.

We asked that the Governor go on record in support of our positions on both of these proposals, and Ms. Lazzaro said she would make the Governor aware of these issues and then contact us with her answer.

### MEETING WITH DEPARTMENT OF HIGHER EDUCATION

On September 30, Professor Robert Homa and I met with Valerie Lewis, Commissioner for the Department of Higher Education to stress our opposition to any recommendation to merge the Board of Trustees and System Offices of CSU and the Community Colleges. Commissioner Lewis expressed reservations about the proposal and agreed that the projected savings are unrealistic.

Also at this meeting, Commissioner Lewis stated her intention to form a faculty committee to work directly with the Department of Higher Education to address the challenges to higher education that Connecticut will be facing in the future as the state's population changes. I will update you as I receive more information about the formation of such a committee.

## Local Chapters News

about setting up a similar event for the part-time members at Eastern. David Stoloff of the Education Department reported on his experience at the Connecticut Lobbying Conference, held on October 12 (please read his article on page 3). The Take a Legislator to Work initiative, which will be taking place on all four campuses in early Spring, was also discussed. More information will be distributed within the next month.

### CENTRAL

Approximately 120 candidates from all over the United States applied to be the next president of CCSU. The field was narrowed down to 23 by the search committees and then 12 were invited to preliminary interviews with the chairs of the University Advisory Committee and the Trustees' Search Committee and Chancellor Bill Cibes. There was unanimous agreement to invite four

candidates for a campus visit and full interviews. CCSU-AAUP leadership will be meeting with each candidate, and an open meeting will be held for faculty and staff members as well. The Trustees Search Committee expects to announce the new president by the end of the year.

### WESTERN

A reception in honor of the part-time members will be held on Monday, November 15, from 4:00-5:30pm in the Danbury Room (Faculty Dining Room) in the Student Center on the Midtown Campus. All full-time and part-time members are invited to attend, and are encouraged to meet their colleagues, ask any questions they may have about the AAUP Collective Bargaining Agreement or University Governance. If you have any questions, please contact the AAUP office at WCSU at (203) 837-8458.

## Part-time Faculty News

### CONFERENCE ON CONTINGENT FACULTY ISSUES

The conference was held on Oct. 2 at Southern and addressed part-time faculty issues, including job security, health benefits, office space and other working conditions. Since all part-time members can benefit from the dialogue that took place, following is a summary of questions and responses that were raised during the conference.

- Q. Why won't the union let me teach more than two courses for a total of 8 or fewer load credits?*
- R. Article 1.6.2 of the collective bargaining agreement limits part-time members to two courses per semester for no more than eight load credits. The rationale is rooted in the average full-time teaching load of four courses. If you teach more than two courses, you should be considered full-time and be afforded the same rights and benefits as full-time members. This clause is a protection of abuse of part-time faculty.*
- Q. I teach two classes at CSU, one at a community college and one at UConn. Shouldn't I be considered a full-time state employee and receive benefits?*
- R. CSU-AAUP may be able to file a grievance through the State Employees Bargaining Agent Coalition (SEBAC) on behalf of the part-time members who actually teach the equivalent of more than 20 hours at state institutions. However, the union is concerned that this may serve as a disincentive for the Administration who will have to pay for the benefits. They maybe less willing to offer to part-time members who work at other state institutions. Therefore, this requires more research and input from part-time faculty before the union proceeds.*
- Q. I teach at a community college and they offer a minimum of one course to part-time lecturers each semester once they have taught there for three continuous years. Why doesn't the CSU-AAUP bargaining agreement afford me any job security?*
- R. Keep in mind that the contract is a negotiated agreement between the BOT and CSU-AAUP. Many times the final language represents months of compromise. CSU-AAUP will seek to improve the language relative to job security for part-time faculty during the*

next round of negotiations.

- Q. How are priorities set for contract negotiations?*
- R. Up to one year prior to the beginning of negotiations CSU-AAUP surveys all its members. Each chapter and ultimately the CSU-AAUP Council prioritizes the responses and give the negotiating team its mandates. There are currently four part-time members who serve on the Council.*

### AAUP POLICY STATEMENT ON CONTINGENT APPOINTMENTS AND THE ACADEMIC PROFESSION

Ruth Flower, Director of Public Policy and Communications at AAUP, who assisted in the development of AAUP's policy statement "Contingent Appointments and the Academic Profession" served as the keynote speaker for the conference. Department of Education statistics show that in 1998, 30% were full-time, tenure-track. In 2001, 25% of faculty were full-time, tenure-track faculty. Currently, the fastest growing category is full-time, non-tenure-track faculty, and 44.5% of faculty teach part-time. So where is the profession headed?

"Teaching without being asked to keep current in your field is a diminished kind of teaching," Flower stated. "This is a systemic problem that damages higher education as a whole."

Please read National AAUP's policy statement, found at [www.aaup.org/](http://www.aaup.org/)

## Legislative Update

### LEGISLATIVE PROCESS ADVISORY COMMITTEE

The Legislative Process Advisory Committee was created by the Joint Committee on Legislative Management on July 1, 2004 to review legislative procedures and determine if they can be improved upon. The Committee is made up of twelve members, six senators and six representatives.

There are a number of proposed items for consideration, including:

- Enhanced public access
- Improved parking for the public
- Standardized process for legislative committees
- Media involvement to publicize hearings and meetings
- Accommodation for citizens who do not have access because of disabilities or lack of computer



*Pictured above is Marguerite Capone (top), conference committee chair and a part-time faculty member at SCSU; Ginny Metaxas (left), SCSU-AAUP Chapter President; Dave Walsh (middle), CSU-AAUP President; and Ann Higginbotham (right), ECSU Professor and member of Committee W.*

statements/SpchState/contingent.htm. If you would like to receive e-mails on issues that relate to part-time faculty at CSU, please contact Michelle Malinowski at (860) 832-3790.

### USE IT OR LOSE IT — TRAVEL AND FACULTY DEVELOPMENT FUNDS

As a part-time faculty member, you are eligible to apply for faculty development grants and up to \$600 for travel expenses incurred while attending professional seminars, workshops, conferences or educational exchanges. These funds are available every year and in the past have been underused. Please contact your Department Chairperson or you local AAUP office for more information.

- Faculty's user friendliness
- Reduced scheduling conflicts for legislators
- Review how money is spent
- Committee structure and cognizance
- Fewer late night sessions
- Delays in start of session
- Air quality in both buildings
- Improved building signage
- Number of bills assigned to committees
- Improved bill referral process
- Timely distribution of amendments before vote

The committee is in the process of hearing testimony from a number of organizations, public citizens, and lobbyists on these issues. The committee will report their findings and make recommendations to the Joint Committee on Legislative Management no later than November 19.

## Contract Spotlight: Department By-laws

*From Article 5.21 and 5.21.1 of the CSU-AAUP Contract:*

Each department shall have written by-laws consistent with the CSU-AAUP Collective Bargaining Agreement (known as the "Agreement") and procedures established pursuant to this Agreement describing its structure and procedures; such by-laws shall require approval by a majority of the full-time department members and the appropriate Dean. A copy of such by-laws shall be filed with the Senate, the respective Dean, the Vice President for Academic Affairs, and the local AAUP Chapter. When the appropriate Dean finds departmental by-laws to be unworkable or inconsistent with this Agreement or with procedures established pursuant to this Agreement, the Dean may require appropriate changes. The Dean and members of

the department shall strive to resolve any disagreements. Any unresolved dispute between a department and the Dean shall be referred for a final binding resolution to a committee of three (3) consisting of a designee (not in the affected department) of the AAUP Chapter President, a designee (not the Dean involved) of the President, and a designee agreeable to both Presidents.

When a dispute arises within a department regarding the application of departmental by-laws, not related to this Agreement, said dispute shall be referred for a final binding resolution to a committee of three (3) consisting of the Chief Personnel Officer and two (2) full-time members (not in the affected department) appointed by the Senate President. Such settlements shall be consistent with this Agreement.

## CT Lobbying Conference

**By David Stoloff, Professor of Education, ECSU**

The CSU-AAUP sponsored the participation of CSU faculty members in the 2004 Connecticut Lobbying Conference, which took place at The Lyceum, a few blocks from the State Capitol.

Organized by Betty Gallo and Associates, the lobbyist group that represents CSU-AAUP, the conference featured the insights of state leaders, governmental officers, lobbyists, and community activists. Ms. Gallo introduced the plenary session, which included a discussion with Lieutenant Governor Kevin Sullivan, Deputy Speaker of the House Melody Currey, and Representative William Dyson. The panel provided an overview on how to successfully lobby the Connecticut General Assembly (CGA) and on the differences in pace and procedures in the State Senate and House.

In the break-out sessions I attended, I heard a case study from Representatives Currey and Penny Bacchiochi on how a bill – the example being a bill on medical marijuana use – did not successfully pass through the CGA. State Committee Administrators Mary Finnegan and Susan Keane warned their session's participants to not underestimate and abuse legislative staff – they are key allies in the process. Paula Hammon, CGA Information Technology Services Training Manager, and Susan Southworth, a CGA Legislative Li-

brarian, facilitated a discussion on accessing information on legislation and over-viewed <http://www.cga.state.ct.us>, the CGA website. Two community activists, Kate Kelly and Jim Leahy, discussed how networking and coalition building may effectively influence legislators.

In the closing session, the panelists, which included Representative Mike Lawlor and Jeffrey Garfield of the CT State Elections Enforcement Commission, discussed the ethics of lobbying and the legal requirements of the process.

I gathered some informal wisdom from the conference. There is expected to be major changes in the leadership of the upcoming legislative sessions. Personal relationships matter a great deal on Capitol Hill and that lobbyists need to become part of the CGA community to be effective. The CGA has its own schedule and pace to which participants have to adjust. Grass-tops, as opposed to grassroots, means the gathering of leaders of groups who offer their mailing lists for networking. Legislators are not very impressed by rallies, unless they have more than a Husky basketball game in attendance.

I would lobby fellow faculty members to consider participating in next fall's conference. It was an enlightening and entertaining way to spend a day near Capitol Hill.

## Health Care Cost Containment Committee News

### HEALTH CARE FLEXIBLE SPENDING ACCOUNT

Tentatively scheduled to go into effect early 2005, Public Act No. 04-98 establishes a flexible health care spending account (HCFSA). Permanent active state employees working 20 hours or more per week will be able to use this account to pay for health related expenses with pre-tax dollars which are not covered by their health insurance plan.

You may enroll during the open enrollment period, which is anticipated to be January or February 2005, with deductions to begin 30 days from enrollment. Open enrollment for subsequent years will be in November. New hires are eligible to enroll at the time their health insurance becomes effective. Also, if an employee experiences a family status change, they have 31 days after the change occurs to enroll.

Once enrolled, the employee decides how much to contribute to the account. This amount is divided by the number of pay periods during the year, and will be deducted on a pre-tax basis from your paycheck each period and sent to the Third Party Administrator (TPA).

Once the participant, spouse or dependent incurs a HCFSA expense, the participant should submit the proper forms along with supporting documentation to the TPA for reimbursement.

**It is imperative that participants estimate their HCFSA expenses carefully because any unused funds will be forfeited.**

To be reimbursed through the HCFSA, expenses must be for health care received primarily for the prevention or treatment of a physical or mental illness. Out-of-pocket expenses are generally eligible if they are not reimbursed by insurance.

Some examples of eligible expenses are co-payments, deductibles, prescription drugs, ambulance services, eyeglasses and eye examinations, contact lenses and solution, laser eye surgery, dental fees and dentures, periodontal fees, orthodontic treatment, hearing aids and exams, acupuncture, chiropractic care, holistic healers, naturopathic healers, physical therapy, smoking cessation treatments, weight loss programs, insulin, and infertility treatments. There are further rules and regulations governing these eligible expenses so please read all the fine print before signing up. You will be receiving more information on this program early next year.

# National AAUP News: Faculty Salary and Faculty Distribution Fact Sheet 2003-04

Prepared by John W. Curtis, AAUP Director of Research, for the Committee on Women in the Academic Profession.

## I. Full-Time Women Faculty in the Professoriate

- Women account for 38 percent of faculty overall.
- Women are most well represented at community colleges (both those with and without academic ranks) and least well represented at doctoral-level institutions. Women make up 50 percent of faculty at community colleges, 41 percent of faculty at baccalaureate and master's degree institutions, and 33 percent of faculty at doctoral-level institutions.
- Women are most well represented at church-related institutions and least well represented at private-independent (non-church-related) institutions. Women account for 40 percent of faculty at church-related institutions, 38 percent of faculty at public institutions, and 36 percent of faculty at private-independent institutions.
- Among full-time faculty, women are disproportionately represented at lower ranks and least well represented among full professors. Women are 58 percent of instructors, 54 percent of lecturers, and hold 51 percent of unranked positions. Women make up 46 percent of assistant professors, 38 percent of associate professors, and 23 percent of full professors.
- Among men, 41 percent are full professors, whereas only 20 percent of women hold that rank. One-quarter of men (25 percent) are associate professors and 23 percent are assistant professors. Among women, 26 percent are associate professors and 32 percent are assistant professors. Instructors, lecturers, and unranked faculty are 22 percent of all women full-time faculty, but only 11 percent of men.

## II. The Salaries of Full-Time Men and Women Professors

- The salary advantage held by male faculty over female faculty persists across all ranks and all institutional types. On average, women earn 80 percent of what men earn.
- The earnings gap between men and women is largest at the rank of full professor and smallest at the rank of instructor. For all institutional types combined, women earn on average 90 percent of what men earn at the rank of lecturer, 96 percent of what men earn at the rank of instructor, 93 percent of what men earn at the ranks of assistant and associate professor, and 88 percent of what men earn at the rank of full professor. These ratios have changed very little over twenty-five years in the AAUP data.
- The earnings gap between female and male faculty is largest at private-independent institutions and smallest at church-related institutions. For all ranks combined, women earn on average 84 percent of what men earn at church-related institutions, 81 percent of what men earn at private-independent institutions.
- The earnings gap between male and female faculty is largest at doctoral-level institutions and smallest at community colleges without faculty ranks. For all ranks combined, women earn on average 96 percent of what men earn at community colleges without rank; 93 percent at community colleges with rank; 89 percent at baccalaureate institutions; 87 percent of what men earn at master's institutions; and 78 percent of the average male faculty salary at doctoral-level institutions.
- Among the ten public institutions with the highest overall average salary for full professors, the average salary disadvantage for women full professors ranges from 2 percent (at the New Jersey Institute of Technology) to 26 percent (at the SUNY-Health Sciences Center at Brooklyn).
- Among the ten private institutions with the highest overall average salary for full professors, only at Rockefeller University do women full professors earn more than men on average—a difference of 3 percent. (However, Rockefeller has only four women full professors of 46 total.) At the remaining nine institutions, the average salary disadvantage for women full professors ranges from 6 percent at Stanford University to 12 percent at New York University.

Connecticut State University  
American Association of  
University Professors  
Central Connecticut State University  
Marcus White Hall, Room 310  
New Britain, CT 06050  
Phone: (860) 832-3790  
Fax: (860) 832-3794

# CSU-AAUP

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[www.csu.edu/aaup/csu](http://www.csu.edu/aaup/csu)

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