

CSU-AAUP

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Union News

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



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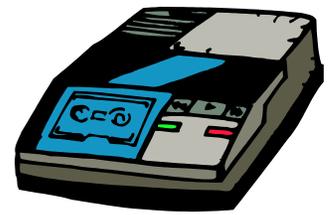
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Dates to Remember

- 11/21-11/25:** Thanksgiving Recess (No Classes)
- 11/30:** Provost (CCSU, SCSU, and WCSU) or President (ECSU only) takes action and informs penultimate year tenure candidates [January hires]. Dean must submit recommendations for second or later year renewals for candidates who were hired in January. DEC's submit evaluations and appropriate recommendations to the Dean for individuals undergoing Professional Assessments (due 11/20 at SCSU).
- 12/17-12/22:** Finals exams
- 12/18:** Dean must submit recommendations for penultimate year tenure candidates hired in August and all promotion candidates (due 12/14 at SCSU)
- 12/30:** Provost (CCSU, SCSU, and WCSU) or President (ECSU only) takes action and informs candidates [January hires] for second or later year renewals. Board awards tenure for penultimate year tenure candidates who were hired in January

Voicemail must be provided for all CSU part-time faculty who request it. If you are interested, request one through your department chairperson. Voicemail can be remotely accessed from any telephone, making it convenient for you and your students.



CSU-AAUP members can receive a **15% discount on Sprint Nextel plans**, for both new and existing customers. Contact your local AAUP office for more information!



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NEW!! Retiree Healthcare for Certain Part-time Faculty

Background on Healthcare Issue

Dan Livingston, Attorney for the State Employees Bargaining Agent Coalition (SEBAC), met with faculty on November 2. The purpose of this meeting was to answer questions about the new healthcare benefit for part-time faculty teaching a combination of 9 or more load credits in the State public systems of higher education and to explain how this benefit will extend into retirement.

Prior to the introduction of this agreement, if someone taught part-time in one of the public systems of higher education they were eligible for healthcare benefits, but were required to pay for the entire premiums themselves. It came to the attention of the higher education unions that some part-time faculty were teaching a full-time load, but across the systems (CSU, UConn, and the Community Colleges). In the discussions between representatives of the three higher education unions and the State Comptroller's staff, it was argued that even though these individuals were employed by separate colleges and/or universities, their ultimate employer was the State of Connecticut, and therefore they should be considered full-time state employees and as such be eligible for health care benefits the same as other full-time state employees. The Comptroller's memorandum dated August 10 (State Sponsored Health Insurance for Adjunct Faculty) reflects that sentiment. Part-time faculty who teach 9 or more load credits across the public university systems in Connecticut are now eligible to be reimbursed for the state's share of their healthcare premiums.

The final agreement as explained in the Comptroller's memo represents a series of compromises over a number of years. For example, Attorney Livingston and the higher education unions were able to successfully negotiate for the Comptroller's Office to pay for the benefit. However, part-time faculty must pay for the benefit throughout the semester and receive a reimbursement check for the total amount of the state's share of the premiums at the end of the semester.

Retiree Healthcare

There is one new element of this benefit - *retiree healthcare* - on which we have reached a tentative agreement, pending approval by SEBAC leadership. In order to retire under the State Employees Retirement System, one has to meet the minimum age requirement [age 62] with either 10 years of state service (deferred retirement) or 5 years of state service (if one goes directly into retirement) to be eligible to receive healthcare benefits in retirement. In an effort to assure that part-time workers who did not receive healthcare as active employees would not receive healthcare benefits in retirement, the State successfully argued to include bizarre language in the SEBAC II healthcare and pension

agreement. This language basically states that if a state employee had healthcare on the last day before they retire, they would receive healthcare in retirement. If they did not have healthcare on that day, they would not receive healthcare benefits in retirement. This language has caused a lot of confusion over the years and does not serve the purpose it was intended for. Therefore, the state has agreed to revise the language. For a complete explanation of this language change, please refer to the *Clarification of Part-time Retiree Healthcare Language* on the CSU-AAUP website at www.ccsu.edu/aaup/csu/PTHealthcare110207.pdf.

Under the proposed language, if a part-time faculty member teaches nine or more load credits a semester across any of the public systems of higher education, they will be eligible to receive healthcare in retirement, provided that they meet the age and service requirements and provided also that they are enrolled in a state retirement plan during those years of service. This agreement is *retroactive*, so any semester where one has taught nine or more load credits a semester at state institutions will count towards retirement. The ten years do not have to be consecutive, but the total service requirement is ten or more years. Also, one does not need to take advantage of the new healthcare benefit in order to receive health benefits from the state in retirement. One only has to be *entitled to receive healthcare as an active faculty member to be eligible for retiree healthcare*, provided they meet the age and service requirements and are enrolled in a state retirement plan.

Unions Continue to Monitor Issue

There was one additional announcement that was made at the meeting. Information that was being disseminated at one community college was contrary to the spirit of the new plan. This was an overreaction to the statement in the Comptroller's memo: "if the number of participants exceeds a reasonable number, the Comptroller reserves the right to charge the appropriate institutions". Their fear was that if too many part-time faculty signed up for this benefit, the institution would receive a bill from the State Comptroller, making the community college pay the state's share of the healthcare premiums. Because of this fear, the community college was not hiring part-time faculty who met the eligibility requirements for this benefit. Part-time faculty who were teaching nine or more loads credits were either not hired or encouraged to drop a course at another institution. The community college union, The Congress of Connecticut Community Colleges (The 4C's), has been assured by the Community College System Office Management that this was a miscommunication and it will be corrected.

Campus Equity Week

Also known as Fair Employment Week in some states and in Canada, Campus Equity Week is designed to draw attention to the dramatic decrease in the proportion of professors who hold tenure-track positions—now only 35 percent of the faculty in the United States. Part- and full-time non-tenure track faculty are often subject to exploitative employment conditions, and the dwindling number of tenure-track faculty threatens the quality of higher education.

Campus Equity Week occurs biennially. During the week, faculty activists across the United States and Canada have donned costumes, participated in hearings on university employment practices, gave awards to adjunct faculty, and hosted film screenings. Faculty design activities that best suit their local conditions, so goals and activities varied. Events were designed to put contingent faculty in touch with one another, support statewide legislation, inform campus communities about the exploitation of contingent faculty, or achieve specific change on campus.

The AAUP is a cosponsor of Campus Equity Week. For more information on Campus Equity Week activities, visit www.campusequityweek.org.

(Reprinted from www.aaup.org)

Local Activities in Celebration of CEW

CSU-AAUP

Since Campus Equity Week (CEW) was first organized in 2001, the Connecticut State University American Association of University Professors (CSU-AAUP) and its individual campus chapters have sponsored a variety of activities and events to raise awareness of the problems and working conditions facing part-time faculty in academia. As a kickoff to CEW 2007, CSU-AAUP hosted a conference entitled “*Equity Through Unity*” on October 27. The conference was designed to bring together part-time and full-time faculty to explore how they could collectively challenge inadequate professional and physical working conditions at their institutions. Rich Moser, Rutgers AAUP-AFT, set the tone of the conference with his keynote address, “*What Way Forward? Strategies for Organizing Contingent Faculty*”. Participants were instructed on several approaches to grassroots organizing. Success will only come through an organized effort.

The conference also included two workshops: *Building Team (Together Everyone Achieves More)* conducted by Dianne Wilson, part-time faculty member of the English Department at Western Connecticut State University, and *Grassroots: Face to Face Organizing* by the keynote speaker, Rich Moser. George Murphy, a part-time professor of Mathematics at Central Connecticut State University, gave a presentation on salary data entitled *Dollars and Scholars*. The conference proved to be an excellent learning and networking experience for all participants. The Campus Equity Week motto “teachers working conditions are students learning conditions” encapsulated the heart of the conference.

CCSU-AAUP

On Thursday, November 1st the AAUP Chapter at Central Connecticut State University hosted a Faculty Forum with guest speaker Joe Berry. Dr. Berry spoke about his book, *Reclaiming the Ivory Tower*, and how his ideas have evolved since the book’s publication with recent changes in academia. He also talked about the purpose of Campus Equity Week and its meaning to the university as a whole, not simply an event for part-time faculty.

ECSU-AAUP

The Eastern Connecticut State University-AAUP devoted their cover article in the October edition of *The Union Rag* to Campus Equity Week. As a way to recognize the important role of part-time faculty in the university, policy and procedural changes were suggested to departments and the administration. The suggestions included notice of reappointment in a timely fashion, space for part-time faculty to meet with students and prepare for classes, and use either names or TBA rather than the “Staff” designation in the registration schedule so that part-time faculty might be seen as more than disposable units.

SCSU-AAUP

The AAUP Chapter at Southern Connecticut State University held a faculty forum for part-time faculty on “Issues of Fairness”, which was held on October 1. The forum was designed to bring forth issues of concern for part-time faculty and determine if there is a means through collective bargaining or otherwise to address those concerns.

Job Security for Part-time Faculty

This message celebrates an anniversary: a year ago the AAUP adopted its most detailed and specific set of recommended institutional regulations governing part-time faculty positions. That action followed upon an extensive series of AAUP reports about the changing state of faculty appointments. The reports themselves, the first appearing in 1980, were written in response to thirty years of gradually increasing use of contingent faculty throughout American higher education.

In 1975, tenured and tenure-track faculty together constituted 57 percent of faculty nationwide. By 2005, the latest year for which figures are available, that combined group had been whittled down to merely 32 percent. Contingent faculty had meanwhile grown from 43 percent to 68 percent of the professoriate. You can help us raise awareness of these dramatic changes by printing out a bar graph recording them and putting it on your office door.

The term “contingent faculty” itself reflects our awareness that several groups of teachers—including part-timers, full-timers off the tenure-track, and graduate employees who teach well beyond the needs of their own training—endure overlapping forms of exploitation and present comparable risks to higher education. We have warned repeatedly that the excessive employment of faculty without job security would eventually undermine both academic freedom and shared governance. That time has arrived. When most faculty are at risk of summary dismissal, the freedom for faculty to speak forthrightly is diminished. And faculty control over the curriculum is also undercut.

Some faculties have organized in response and won enforceable limits to the use of contingent faculty. Others need our help.

The rules we adopted last year, section 13 of our Recommended Institutional Regulations, for the first time lay out very specific procedures for part-time faculty appointments. They are constructed as a series of steps that come into play at various stages of employment, including advance notice of reappointment, due process for dismissal, comprehensive review of performance, and eventually expectation of continued employment.

Meanwhile, our Committee A on Academic Freedom and Tenure is giving increasing attention to all contingent faculty appointments and defending faculty who are mistreated. This year, in response to information received about possible violations of academic freedom involving full- and part-time contingent faculty, the committee staff has counseled dozens of faculty members, written letters to administrations, and launched one full investigation. In one recent instance, a faculty member in her first year of full-time teaching at a community college in the

Midwest—an institution where no faculty have tenure—asked for our assistance when she was told her contract would not be renewed. She had been slated to head an academic program, but encountered criticism from the administration when she organized a benefit concert to establish a health care fund for part-time faculty. Since she was given no formal reason for her nonrenewal, its timing suggested a relation to the administration’s displeasure at the implication that part-timers there were poorly treated. Her only appeal was to a grievance committee appointed by the administration. Our staff wrote a strong letter suggesting that her academic freedom had been violated, after which the administration entered into discussions with the faculty member, and a settlement was reached. “I would have been completely lost without the AAUP,” she told us.

Cary Nelson
National AAUP President

(Reprinted from “The AAUP Online”, an electronic newsletter of the American Association of University Professors)

Did You Know?

Ten percent of the funds allocated for travel and faculty development are set aside exclusively for part-time members.

These funds can be used to attend conferences, workshops, and more!

Taking Back the Classroom

Reprinted from National AAUP (www.aaup.org)

Does a teacher of nineteenth-century American literature have the right to ask his or her students whether the character of the obsessed captain Ahab in Melville's *Moby Dick* could justifiably be compared with President George Bush? Would someone teaching Aristotle's views on moral virtue be justified in asking students to consider (President Bill Clinton's conduct as a case study?

Many critics of higher education and opponents of academic freedom would answer with a resounding "No!" They want all class discussion to be limited by the course description.

In *Freedom in the Classroom* (found at www.aaup.org/AAUP/comm/rep/A/class.htm), a challenging new report released on September 11, the American Association of University Professors (AAUP) answers "Yes" to these questions. The report defends the right of college faculty to make comparisons, contrasts, and analogies across the whole range of subjects and historical periods—no matter what course they are teaching.

The report defends the life of the mind, the right of both students and faculty to make connections like those above. Indeed, the report argues, instructors have both the right and the responsibility to challenge their students' most cherished political, religious, and social beliefs.

Print copies of the report will be published in the September–October issue of the AAUP's journal of record, *Academe*. A link to an online copy of the report will be e-mailed to over 350,000 U.S. faculty on September 11. Other countries are following suit. The Canadian Association of University Teachers will be distributing both English and French versions of the report to all its members. The AAUP expects worldwide distribution of *Freedom in the Classroom*.

CSU-AAUP Council Notes

At its September 20 meeting, the CSU-AAUP Council:

- Authorized sending up to 25 people to the 2007 Connecticut Lobbying Conference on October 30
- Announced the SEBAC victory regarding health care for a certain class of part-time faculty. CSU-AAUP is waiting for a final report on the number of participants statewide.
- Discussed securing health care benefits in retirement for part-time faculty who retire with the benefit intact. The State Employees Bargaining Agent Coalition (SEBAC) is working on this issue.
- Discussed the dissatisfaction of department chairs. President Walsh has begun preliminary discussions with the Vice Chancellor for Human Resources regarding this issue.
- Authorized support for the Connecticut Women's Education and Legal Fund (CWEALF) Annual Awards Dinner and the Connecticut Citizens Action Group 2007-08 Consumer Handbook
- ECSU-AAUP announced that President Nuñez agreed to form a committee to look at faculty workload

At its October 18 meeting, the CSU-AAUP Council:

- Approved the CSU-AAUP budget for FY2007-08
- Authorized the attendance of up to 14 persons at the National AAUP Collective Bargaining Congress Semi-Annual Meeting in December
- Discussed matters relating to the Ad Hoc Committee appointed to study workload at CSU, including the hiring of an outside consultant to perform a workload study
- Debated National AAUP's reorganization plan
- Stated concerns about the recently passed legislation regarding outside consulting
- Discussed concerns raised by the coaches at SCSU with regard to changes made to the evaluation process for coaches in the 2007-2011 CBA

CSUS at the Heart of the State's Bonding Package: *Faculty Grassroots Action Helps its Passage*

By David F. Walsh, CSU-AAUP President

The General Assembly recently approved the state bonding package which includes \$950 million for "CSUS 2020" over the next ten years, in addition to \$80 million which will be released immediately to the university. The amount allocated to CSUS was reduced from \$1.2 billion as part of a compromise with the Governor, but it was nearly the full amount that we sought and is the largest bonding package in the history of CSUS. This funding will go a long way toward modernizing the infrastructure of the CSUS campuses and in turn it will significantly improve our working conditions and our students' learning conditions.

We also made tremendous gains this legislative session in other areas. In addition to the bonding money, almost \$1.2 million was allocated to CSUS for 23 new full-time faculty lines, and CSU committed additional funding from its operating budget to support 38 other full-time AAUP positions (for a total of 61). The General Assembly also approved the 2007-2011 CSU-AAUP/BOT Collective Bargaining Agreement, containing one of the largest salary increases of any bargaining unit in the state.

These successes demonstrate three facts about CSUS's place in the Connecticut political economy: 1) CSUS plays a crucial role in the Connecticut economy, and a political discourse stressing that role is significantly compelling. 2) For the first time, the current Chancellor and Board of Trustees were willing to "go to the wall" vis-à-vis the General Assembly and the Governor by demanding the full allocation of desired resources and not accepting inadequate substitute funding – this bold strategy paid off. 3) The outcome of the special session refutes the claims of skeptics who argue that CSUS will never become a major priority in the state and that we are all wasting our time in political activity. Organization, political activism, and public relations hold the key to CSUS's fiscal future, and all of us must accept our responsibilities in these areas.

CSU-AAUP would like to thank the members who, over the past three years, took time out of their

busy schedules to write or call their legislators, attend CSUS Day at the Capitol, assist with editorials, and/or testify in support of various bills. It takes a number of years to build enough support in the General Assembly to pass legislation, and our sustained efforts have undeniably paid off. As President of CSU-AAUP, I specifically wish to thank members of the CSU-AAUP State Council for supporting last spring's public relations effort in the Hartford Courant, especially those who helped write the pieces. Thanks also to our loyal staff for their work in organizing last spring's CSUS Day at the Capitol and legislative reception. In addition, I wish to thank the AAUP campus presidents for accompanying me to an important political meeting on October 26 at the General Assembly. Finally, and most importantly, I wish to thank the entire AAUP membership whose financial and political support was critical to achieving this victory for CSUS.

Commissioner Valerie Lewis Announces Retirement

In September, Department of Higher Education Commissioner Valerie Lewis announced her retirement, which will take effect on February 1.

Commissioner Lewis was appointed by the Board of Governors for Higher Education, which is planning to conduct a national search for her replacement. Candace Barrington (English, CCSU), the AAUP/SUOAF-AFSCME appointment to the Standing Advisory Committee to the Board of Governors for Higher Education will keep CSU-AAUP informed in this regard, as more information becomes available.

Legislation Notice: Faculty Consulting Projects Must Comply with Ethics Laws

The General Assembly passed legislation, Public Act 07-166, which creates a review process for state university faculty members who wish to engage in outside consulting activities. This legislation requires the university system to make certain that any individuals with outside consulting agreements are (1) not inappropriately using their position as a state employee for private gain or (2) not interfering with their primary employment at the university.

While at the outset there were understandably a number of concerns about this legislation, it should be noted that it was proposed as a means to exempt faculty from the stringent provisions of the State Ethics Code, including the conflict of interest statutes and the prohibition on accepting gifts by public employees. Although these provisions resulted from the Rowland Administration scandals, they would also have barred faculty at public institutions from collaborating with private and public entities. Such prohibition would have been counterintuitive. Faculty are often encouraged to develop relationships with the private sector and to pursue research innovations. In addition Article 10.14 of the CSU-AAUP/BOT Contract encourages professional activity outside the university for maintaining and enhancing competence. However, 10.14 also recognizes that such activities should not constitute a conflict of interest as defined by Connecticut General Statutes (CGS) and should not be so excessive to detract from their University duties.

To that end, CSUS defines consulting as “the provision of services for compensation to a public or private

entity by a full-time member of the faculty bargaining unit: (1) when the request to provide such service is based on such a member’s expertise in a field of prominence in such field, and (2) while such member is not acting in the capacity of a state employee.

Each individual university within the CSU System has created their own form which faculty must fill out prior to engaging in outside consulting activities during the fall or spring academic semesters. The forms on all four campuses are very similar and ask the faculty to briefly describe the consulting or research and the start/end dates for the project. The Provost then must review the forms for compliance with the State Ethics laws.

You must fill out this form. If you are found to be performing activities not in compliance with the ethics laws, it is possible that you could be fined or face criminal charges. For this reason, the union recommends that you err on the side of caution and report any activities for which you are paid during the academic semesters, even on weekends. You only have to report activities for which you use your professional expertise. For example, if you are an Accounting professor who owns an ice cream parlor, you do not have to report it. However, if you are an accounting professor who owns an accounting business, you must report it.

The CSU-AAUP President and four chapter presidents have met with the Vice Chancellor for Human Resources David Trainor about this issue and have been reassured that the administration is not on a “witch hunt”. The System Office is complying with the legislation in a manner that is as least invasive to faculty as possible.

CSU-AAUP

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