

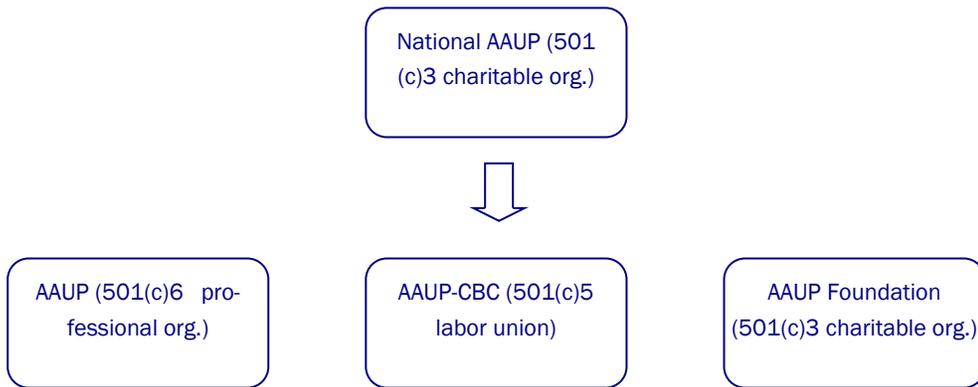
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Union News

Connecticut State University
American Association of University Professors

National AAUP Votes to Restructure



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Dates to Remember

- 9/20:** DEC Chairperson informs penultimate year tenure candidates (Jan. hires) in writing of evaluation process
- 9/25:** Promotion candidates must inform the department Chairperson and DEC Chairperson in writing of desire to be considered for promotion
- 9/26:** Salary increase will be reflected in your paycheck
- 10/1:** DEC Chairperson informs first year renewal (Jan. hire), second year renewal (Jan. hire), penultimate year tenure (Aug. hire), promotion (all), and professional assessment (all) candidates in writing of the evaluation process
- 10/10:** 1st year renewal candidates (Jan. hires) and penultimate year tenure candidates (Jan. hires) submit relevant materials for consideration to the DEC
- 10/20:** DEC submits evaluations and appropriate recommendations to the Dean for 1st year renewal candidates (Jan. hires); 2nd year or later renewal candidates (Jan. hires), penultimate year tenure candidates (Aug. hires) and all promotion candidates submit relevant materials for consideration to the DEC
- 10/25:** Dean submits recommendations for first year renewal candidates (Jan. hires)

Union News

CSU-AAUP

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Are You a Member?

Every full and part-time instructional faculty member, counselor, librarian, coach, and athletic trainer is a member of the CSU-AAUP bargaining unit. However, you must declare your desire to be a member of the professional organization of AAUP. Dues are the same, regardless of your membership status, but being a member entitles you to many benefits such as discounts on car rentals, cell phone service, tires, amusement park admission, and legal services. In addition, you will be able to take advantage of group discount rates for automobile, homeowner's, life, and professional liability insurance. The most important benefits of membership are the right to vote in AAUP elections and the right to run for office. If you are unsure of your membership status, please contact your local AAUP office. You may also view the many benefits available to you on our website at www.ccsu.edu/aaup/csu.

Salary Increases

As of August 29, all continuing part-time faculty will receive a 4.5% salary increase, and there will be a 3.0% increase to the full-time faculty payroll as per the 2007-2011 CSU-AAUP/BOT Collective Bargaining Agreement. (An additional 2.5% increase to the payroll will take place in March 09). Full-time faculty do not receive an across the board increase. Rather, individuals at the lower end of the salary range for each rank (i.e., Instructor, Assistant Professor, Associate Professor, and Professor) will receive larger percentage increases than individuals at the upper end of the salary range. The logic behind this method is that it moves individuals through the salary range more quickly, so they are able to obtain the maximum salary for their rank sooner. The increase will be reflected in the paycheck received on September 26.

Long-Term Care Program Benefit

The open enrollment period for the MetLife Long-Term Care Program will be extended to December 1, 2008. For information about the program, please contact MetLife directly at 1-800-582-2889.

National AAUP Votes to Restructure and Censures a CT Institution at its Annual Meeting

Restructuring

At its ninety-fourth Annual Meeting, the members present voted to approve a major reorganization of National AAUP. The organization, which has been designated as a 501(c)3 charitable organization since 1915, will separate into three related organizations: a professional association, a foundation, and a labor union. Stricter enforcement of IRS regulations was the major impetus for the restructuring, but leaders argued that the change will also allow the AAUP to improve its services to its members. The reorganization follows a three-year process of reviewing the AAUP's governance and operations.

The substance of the reorganization has not been controversial in itself, but discussion allowed members and chapters to voice concerns about management of the organization. The AAUP has experienced serious meltdowns in its financial and membership departments over the past few years. These concerns have caused some larger collective bargaining chapters, such as UConn and Wayne State, to withdraw from the CBC, the union branch of the organization.

The AAUP has reassured the membership that it will address these concerns prior to the implementation of restructuring. Even though approved by the body, reorganization will not immediately take effect. This fall, the AAUP will make a formal presentation to the IRS, and its review and subsequent negotiations will take approximately one year to complete. The organization will then allow a year for the governing bodies to review progress on membership, administration and finances. If the governing bodies are satisfied with the progress and agree that the AAUP is prepared for the reorganization, then and only then will implementation of the reorganization take place. Therefore, it is estimated that the restructuring will not be implemented until January 2010.

The changes in the national organization are unlikely to affect how CSU-AAUP functions and serves its members.

Censure List

Also at the Annual Meeting, delegates voted to place the University of New Haven (UNH) on its list of censured administrations. The AAUP investigating

team concluded that the UNH administration disregarded widely accepted academic standards when it decided to dismiss English professor Marianna Vieira last year. Vieira was dismissed by action of the Dean of Arts and Sciences at the same time that she was recommended by her department for retention and promotion. At the time of her dismissal, Vieira had been on the UNH faculty for fourteen years, six as a part-time instructor and eight on full-time, non-tenure-track appointments.

In defending the dean's action, the administration said that because Ms. Vieira's position was non-tenure track, the dean had the authority to dismiss her without first demonstrating adequate cause for the action and affording other protections characteristic of a tenure system, including review of the administration's decision by the governing board, and, in the event dismissal is sustained, receipt of severance pay.

The UNH faculty grievance procedure found unanimously in Vieira's favor on all charges and recommended that she be given a multiyear reappointment. The administration rejected these findings, as it had earlier disregarded a strong protest from the tenured members of the English Department.

The administration's reason for dismissing Vieira, based on nine student complaints stretching over seven years on matters including grading, plagiarism, and attendance regulations, was "a pattern of behaviors that were inconsistent with common sense notions of professionalism and civility in addressing students and their concerns." The administration acknowledged that it had not evaluated the merit of the complaints and that its concern was that Vieira had shown a pattern of insensitivity to the complainants.

The investigating team reviewed the nine complaints, found some indication of unprofessional conduct in only one of them, and found nothing approaching adequate cause for dismissal. The team expressed its strong doubt whether the administration would have moved to dismiss Vieira if it did not believe it could do so unilaterally because of her non-tenure-track status.

AAUP-supported standards limit full-time, non-tenured faculty membership to appointments that are probationary for tenure and special appointments of

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NCSL: “Education is Economic Issue #1!”

By David F. Walsh, CSU-AAUP President

This year’s meeting of the National Conference of State Legislatures (NCSL) offered both good and bad news for the nation’s higher education community. The meeting, billed as the “34th Annual Summit of State Legislative Leaders from Across the Country”, remains an important forum for the presentation of public policy recommendations and the assessment of national trends in state support for public services.

On the positive side, panelists were united in the belief that higher education, particularly public higher education, belongs at the top of every state’s political agenda. In the words of Roberts Jones, Education and Workforce Policy Director for the state of Virginia, “education is economic issue number one for America’s future.” Both the nation’s ability to compete globally and each state’s economic well-being depend on the development of a quality workforce. Panelists urged legislators and higher education stakeholders to resist cuts in the budgets of public colleges and universities during the current recession and argued that the importance of public colleges to America’s future is destined to increase even more due to two factors. First, demographic changes in the American population mean that unprecedented numbers of minority, urban, and young people will be entering the national workforce. In the past, such groups were often allowed to fail in K-12 school systems and were ignored by institutions of higher learning; now 83% of new jobs will require a bachelor’s degree and these groups will constitute a major part of the workforce of most states (Jones). Only public colleges and universities offer sufficient capacity and affordability to educate these first-generation college students. Second, the rest of the world has caught up to the United States in the number of scientists, engineers, and other technical specialists graduated each year. A new national program to increase the number of bachelors and graduate degrees, similar to that of the 1950s and 60s, will be needed if the US is to retain its position of preeminence in the global economy.

On the negative side, panelists reported the continuation of two adverse trends dating from the 1990s: the hugely disproportionate funding of major, private universities (through endowments) vis-à-vis their public competitors, and flat or reduced spending

on instruction within public institutions of higher learning. In addition, most states reported a continued decline in support for higher education as a share of their total budgets. Causal factors cited included ballooning costs of healthcare and social services for the needy, unsustainable increases in spending for incarceration, and public resistance to establishing new taxes or increasing existing ones. Legislators also reported that the budgets for higher education often represent the state’s largest source of discretionary funding. In hard times, the assumption is made that these funds can be cut because students and their parents will compensate by paying higher tuitions. Several legislators noted that the political costs of such cuts are often minimized by increasing student aid (which they frankly admitted is never sufficient to retain the neediest students) and by defining higher education as a “private good” for which people should be prepared to pay. Of course, such political actions contradict the goal of renewing and expanding higher education opportunities cited by Jones and others. The current environment of intense competition for public resources demands vigorous political action from national unions like AAUP, AFT, and NEA, and from locals such as CSU-AAUP.

Summer Institute

Twelve participants from CSU-AAUP attended National AAUP’s 2007 Summer Institute at the University of Rhode Island at Kingston at the end of July.

The goal of the annual four-day workshop is to provide participants the opportunity to strengthen their union skills and knowledge in a number of areas, as well as to network with fellow AAUP members. Practical skills such as how to defend a grievant are emphasized. This year, over twenty-five workshops were featured. Workshops vary from year to year so the conference remains valuable to newly elected faculty representatives, veteran faculty leaders, and union staff.

Over 150 AAUP members, both full-time and part-time, from across the country attended the Institute.

Legislative Updates

Hiring Freeze

During the last week of May, CSU instituted a hiring freeze to comply with Governor Rell's order for all executive branch agencies. Therefore, all open administrative and faculty positions that are currently not filled, or where a bona fide offer of employment, in writing, was not made by the close of business on May 29, 2008, will not be filled. However, there are some exceptions. According to a System Office memo, a university may request an exemption to hire instructional faculty, but a written justification must be provided.

Budget Cuts

Governor Rell announced in late June that she would be cutting 3% to 5% of the budgets of state agencies to help with the worsening economy. For CSU, the rescission is \$4,616,470, about 2.8% of the General Fund appropriation. In Chancellor Carter's testimony about this reduction, he stated that "our expense reductions have been primarily personnel-related, since that is our largest expense item: for example, the universities and the System Office are holding vacancies open and reducing overtime, as well as reducing travel, services and supplies. As of July 8, 2008, the universities and the System Office were holding 171 positions vacant, with no plans to fill these positions in the immediate future. Admittedly, these reductions will make it more difficult to serve our students at the same level as in the past. We may see an increase in class size in some classes. There may also be some impact on certain types of academic programs as well as on student overseas travel." Chancellor Carter also asserted that there will be no cuts in institutional need-based aid and that there may be a need to phase in some programs in the student support services.

Bonding

On August 4, the State Bond Commission approved funding for \$95 million in capital improvements for the Connecticut State University System, the first phase of a 10-year, \$950 million program. The first phase of CSUS 2020 includes \$34 million for a new classroom/office building at CCSU, \$12 million for the design of a new fine arts instructional center at ECSU, \$20.4 million for a new academic building and parking center at SCSU, and \$80.4 million to build a new fine arts instructional center at WCSU.

May Council Meeting

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

- Authorized funding to send delegates to the AAUP Summer Institute, Conference on Contingent Academic Labor, and the National Conference of State Legislatures
- Approved funding for a CSU-AAUP Workload Study to be performed during the 2008-09 academic year, pending further revision and agreement over new terms with the New England Resource Center for Higher Education
- Discussed UConn-AAUP's withdrawal from the Collective Bargaining Congress of the National AAUP
- Discussed the System Office's proposed revisions to the election procedures for delegates to the Standing Advisory Committee to the Board of Governors for Higher Education

On June 10, 2008, National AAUP sent an email to its membership on the subject of "AAUP Newsletter: Tax Law Changes May Affect Faculty". Please be advised that this change does **NOT** affect faculty in the CSU System because they do not have an option for how they are paid.

CSU-AAUP Workload Study to Begin in September

The CSU-AAUP Council approved funding for a workload study to be performed by the New England Resource Center for Higher Education (NERCHE) during the 2008-09 academic year. The study is being conducted in order to obtain our own data to counter some of management's anticipated arguments against workload reduction or redefinition during the next contract negotiations (to begin in 2010).

The study will examine the changing nature of faculty workload for full-time and part-time faculty, department chairs, counselors, librarians, and coaches in their professional and pedagogical interactions with students. The changing nature of workload will take into account:

1. Responding to different student learning needs,
2. Incorporating new technologies to enhance student learning,
3. The impact of assessment initiatives externally mandated,
4. The ability to remain current in one's field or discipline,
5. Providing high-quality advisement to students,

AAUP Censures University of New Haven

(Continued from page 3)

brief duration. The lecturer, having served on a full-time basis in excess of the seven-year maximum period of probation permitted under the 1940 *Statement of Principles on Academic Freedom and Tenure*, was no longer subject under that document to nonrenewal of a term appointment, but instead was entitled to the safeguards associated with a dismissal for cause. The investigating committee concluded that the University of New Haven administration, by dismissing the lecturer without first having demonstrated cause before a faculty hearing body and affording other procedural safeguards, acted in disregard of the 1940 *Statement of Principles* and the complementary 1958 *Statement on Procedural Standards in Faculty Dismissal Proceedings*.

6. Rising expectations for research and service,
7. The increasing use of part-time faculty, and
8. Increasing enrollments.

Data collection procedures will include a survey of all full- and part-time members, interviews of a representative sample of full-time faculty, part-time faculty, special professional groups (department chairs, librarians, counselors, and coaches), administrators, search committee chairs, and focus groups. Data collection will take place throughout the fall and spring semesters. We ask that all members who are contacted make every effort to participate.

The CSU Administration is aware of this study and has agreed to comply with our requests for data and information.

Activities Planned for Sept. & Oct.
NERCHE will be collecting institutional data and interviewing academic administrators, department chairs, and faculty search committee chairs. **If you are contacted to be interviewed for this study, remember it is in your interest to participate.**

Committee A agreed, stating, "Whether one's impression of the lecturer's alleged mistreatment of some students is that it provided no grounds for sanctioning her, or, alternatively, that the mistreatment, if accurately reported, fell beneath generally accepted standards of professional behavior, no action should have been taken absent an adjudicative proceeding before a faculty hearing body as called for in the 1940 and 1958 Statements."

Accordingly, the annual meeting voted to add the administration of the University of New Haven to the censure list.

The annual meeting also removed Philander Smith College and Southern University of New Orleans from the censure list and took no action against the administration of the Louisiana State University Health Sciences Center.

(Some material taken from www.aaup.org)

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