

Union News

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

Issues Arising in 2008



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Dates to Remember

January 20: DEC receives and reviews records and notifies first year renewal candidates (August hires) that they will be evaluated

February 1: DEC Chairperson informs first year assessment candidates (August hires) in writing of the evaluation process; Provost takes required action and informs professional assessment candidates

February 10: First year renewal candidates (August hires) submit relevant materials for consideration to DEC

February 20: DEC submits evaluations and appropriate recommendations to the Dean for first year renewal candidates (August hires)

February 25: Dean submits recommendations for first year renewal candidates (August hires)

March 5: CSU DAY AT THE CAPITOL (8:30 am-noon); see tentative schedule on page 4

Union News

CSU-AAUP

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Are You a Member?

Everyone is a member of the bargaining unit, however you must declare your desire to be a member of the professional organization of AAUP. Dues is 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. However, one of the most important benefits may be the right to vote in AAUP elections and the right to run for office (please see the box on page 3 regarding upcoming elections). If you are unsure of your membership status, do not hesitate to sign up on our website, www.ccsu.edu/aaup/csu. You may also view the many benefits available to you on our website as well.

Tired of Renting Academic Regalia?

Oak Hall Cap & Gown Company offers AAUP members excellent prices on academic regalia. Robes are available in a variety of fabrics, as well as hoods, caps, tassels and garment bags. Own your regalia, tailored to your measurements, and wear it with pride! Contact your local AAUP office for a price list and order form.

Academe

As a CSU-AAUP member, you are entitled to receive *Academe*, the bimonthly magazine that analyzes higher education issues from faculty members' perspectives. The magazine, published by National AAUP, begins with an incisive round-up of news affecting professors. Feature articles examine tenure, affirmative action, part-time faculty appointments, distance education, intellectual property, and other timely academic issues. Investigative reports on violations of academic freedom and tenure are regular components. Columns cover legal trends, legislative developments, and new scholarly books. You must be an "active" member (have signed a membership form) to receive *Academe*.

The State of AAUP Restructuring

National AAUP has proposed a plan to restructure the AAUP into three separate, but related, entities. The rationale for this separation is tax-related. Due to the AAUP's current tax status as a 501(c)3 public charity, the organization must operate exclusively for educational purposes. However, this classification limits the activities the Association can engage in, including developing and distributing publications that are relevant only to its members' interests as well as limiting lobbying functions. The proposed restructuring would break the AAUP into three separate, but related, organizations: AAUP, the AAUP Foundation, and AAUP-CBC (Collective Bargaining Congress). All current members of AAUP would continue to be members of AAUP and in addition, members of unions would belong to the AAUP-CBC. The AAUP Foundation would be a charitable trust that supports the principles of academic freedom and quality higher education. Each organization would have a different tax status: the AAUP Foundation would be a 501(c)3 charitable organization, the AAUP would be a 501(c)6 professional organization, and the AAUP-CBC would be classified as a 501(c)5 labor union.

According to Cary Nelson, AAUP President, restructuring would help to strengthen collective bargaining for the local chapters. Educational resources could be available through the organization's website. In addition, the organization would now be allowed to lobby in support of or against legislation as well as establish a strike fund. There are many more arguments in favor of this restructuring, which can be found on the AAUP website at www.aaup.org.

However, there have been some criticisms and concerns voiced by some of the larger chapters, including CSU-AAUP, UConn-AAUP, and Rutgers-AAUP/AFT (the three largest bargaining units) regarding organizational management at National AAUP. These concerns have caused additional questions regarding the financial aspects of restructuring.

In response to these concerns, the CBC held its first of three regional meetings on January 26 in New York City to discuss the concerns of the chapters and answer questions. CSU-AAUP sent ten leaders to the

meeting. These leaders, echoed by officials from UConn-AAUP and Rutgers AAUP-AFT, expressed interest in having greater financial transparency. Moreover, the chapters would like local leaders with accounting experience to be able to review its budget and financial records. The CBC leaders gave us assurances that this would be forthcoming.

The CSU-AAUP Council will be discussing this issue at its next meeting and will be holding discussions about restructuring on each campus in the spring.

Restructuring will be voted on by the June 2008 Annual Meeting in Washington, D.C. Also in June 2008, the CBC will vote on the adoption of a new constitution to replace the current CBC bylaws.

Local AAUP Elections will be held this Spring! Check with your chapter for open positions and the requirements to run. If our records indicate that you are not an "active" member, you will soon be receiving a letter along with a membership form from Caryl Schiff-Greatorex, Director of Member Services. Please return this form by March 3 in order to be eligible to vote in the upcoming elections.

CSU-AAUP's Legislative Priorities

CSU-AAUP made significant gains through its lobbying efforts last year. Over one million dollars in funding was appropriated for additional full-time faculty at CSUS, resulting in the addition of 23 new full-time lines. The General Assembly approved the state bonding package which includes \$950 million for "CSUS 2020" over the next ten years as well as the 2007-2011 CSU-AAUP/BOT Collective Bargaining Agreement, containing one of the largest salary increases of any bargaining unit in the state.

We celebrated these successes and we hope to add to them this coming legislative session, which begins February 6. Our main priority will again be funding for additional full-time faculty. CSU has experienced diminishing numbers of full-time teaching professionals for a number of years, so it will take more than 23 new faculty to reverse this trend. We were happy to receive some funding towards this end last session, but we hope to use our momentum to build upon that success.

CSU-AAUP plans to organize events and activities in support of this funding, such as CSUS Lobby Day at the Capitol on Wednesday, March 5. The event will

feature a legislative breakfast co-sponsored by SUOAF-AFSCME and scheduled appointments with your legislators. If you are interested in participating, please contact Ellen Benson at (860) 832-3793 or by e-mail at bensonell@ccsu.edu. The tentative schedule for the day can be found below.

Save the Date

Wed., March 5

CSUS LOBBY DAY

Sponsored by CSU-AAUP and SUOAF-AFSCME

Tentative Schedule

8:30-10:30: Legislative Breakfast

**10:30-Noon: Appointments with
Your Legislators**

Sign up now by contacting Ellen Benson at
(860) 832-3793 or bensonell@ccsu.edu

The Political Climate

Governor Rell announced her budget adjustments on February 6 at a joint meeting of the General Assembly, where she made it very clear that she plans to limit spending and oppose any tax hikes during the coming legislative session. As the Governor's economic advisers are predicting that the nation will be in a recession in the next few months, Governor Rell wants to protect Connecticut from any decline in its economy. Therefore, Governor Rell presented a \$18.5 billion budget, a modest 4.8% increase in spending over the current fiscal year.

CSU-AAUP was concerned that there would be cuts to CSUS's budget or to higher education as a whole. Since public higher education is one of the only state agencies that has a reliable revenue stream - student tuition - we are never safe from cuts, especially in weaker economies. Also, while many

state services are discussed as vital and necessary, higher education is often described as a luxury, not a right.

However, Governor Rell recommended not only that the budget for CSUS be maintained but also that an additional \$295,000 be appropriated to increase the annual number of nursing graduates by 22 by the end of Fiscal Year 2009. Of this money, \$195,000 will be used to fund three faculty positions, one at Western and two at Southern. While this is positive news, there are many more steps in the budget process before the General Assembly passes a final budget. To be successful in maintaining our budget throughout the session, our lobbying strategy must continue to emphasize the connection between higher education, a skilled workforce, and a strong economy.

New CT Higher Education Commissioner Appointed

Michael Meotti, a former legislator and the current president of the United Way of Connecticut, has been named Higher Education Commissioner by the Board of Governors. Meotti will succeed Valerie Lewis, who retired on February 1.

Meotti has experience as a visiting lecturer in public policy at Trinity College and has served on many boards, such as the Manchester Community College Foundation, the Board of Governors' Tuition Policy Review Committee, and the Board of Governors' Public Agenda Advisory Council.

In a *Hartford Courant* article announcing his appointment, Meotti said one of his top priorities will be to improve graduation rates. In the article he went on to say that "In a sense there are still kind of two Americas...students who attend four-year colleges and graduate on time, and those who do not...Graduating, even in six years, can be particularly tough for low-income and minority students and especially males. The problems are multifaceted...and finding a solution requires more than financial aid...it could mean child care, transportation and addressing cultural issues" (*A Matter of Opportunity*, 1/8/08).

In addition to improving the graduation rates, Meotti will focus on "innovation as a way to maintain the state's competitiveness and to emphasize the importance of higher education for more than just individuals."

Meotti's appointment becomes effective on March 1.



Council Meeting

At its meeting on December 20, 2007, the CSU-AAUP Council:

- Authorized sending the CSU-AAUP Officers, Chapter Presidents and one staff member to the regional Collective Bargaining Congress meeting at the PSC-CUNY office in New York City on January 26.
- Approved financing a comprehensive academic study on workload at CSU during the 2008-09 academic year.
- Voted to provide legal assistance up to \$5,500 for a member pursuing a CHRO complaint.
- Discussed National AAUP's plan to restructure the organization.

At its meeting on January 24, 2008, the CSU-AAUP Council:

- Authorized expending financial support for CSU Lobby Day on Wednesday, March 5.
- Approved the attendance of up to 20 persons at the National Center for the Study of Collective Bargaining in Higher Education and the Professions 35th Annual National Conference, entitled "New Models: A Joint Management/Labor Meeting" at Baruch College.
- Authorized the renewal of the online voting software that was purchased last March; a discussion followed about using a more convenient password than the state employee ID number.
- Approved a resolution in support of a few paid editorials in the *Hartford Courant*, radio ads on NPR or WTIC AM, and the creation of a "CSU Faculty Experts" Legislative/Media Guide.
- Authorized funding to share the cost with SUOAF-AFSCME of sponsoring a reception honoring Senate President Don Williams for his strong support for CSU during the last legislative session. All legislators, faculty, and students will be invited to attend. A date for the reception has not yet been announced.
- Heard a report from the ECSU-AAUP chapter that the Faculty Workload Committee recommended that ECSU convert to four, rather than three, credit courses. ECSU-AAUP has offered to share the expense of bringing some representatives to ECSU from campuses which have recently converted from three to four-credit courses to discuss their experiences.

CSU-AAUP to Perform 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. The committee is currently in the process of drafting a request for proposals (RFP), which will be disseminated nationally.

The study is planned to begin September 2008 and run until September 2009, with a final report delivered by December 15, 2009. This will give the negotiating team plenty of time to study the results and prepare for negotiations, which are scheduled to commence on or before October 1, 2010.

National AAUP Ballots and Candidate Information will be mailed between Feb. 25 and March 3. Ballots must be returned no later than April 15. You can also read biographical statements for each candidate online at www.aaup.org.

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. Having a concrete understanding of how, for example, a 12-hour teaching load translates into actual hours of work and service will give the Negotiating Team the evidence it needs to support the anecdotal stories about how overworked the membership is.

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