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# Academic Year in Review: 2011-2012

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The 2011-12 academic year was marked by many challenges, including a major restructuring of public higher education in Connecticut and the declining state economy. CSU-AAUP leaders actively confronted these challenges to ensure the best possible outcome for the membership. Additionally, CSU-AAUP continued to monitor working conditions, uphold AAUP principles, administer the contract, and provide training to its members.

## **Administrative/Board of Regents**

**Administrative Restructuring.** On August 23, 2011, Acting Chancellor of CSUS, Dr. Louis Feroe, distributed a memorandum that stated in part that “As administrative reorganization proceeds under the policy leadership of a new Board of Regents, the coming months will see a number of organizational, policy and program transitions with the goal of improving the way in which public higher education throughout Connecticut prepares students for productive and satisfying futures. You will no doubt hear more in the coming weeks, but every effort is being made to support, rather than disrupt, the caliber of work being done at the universities and system-wide.”

**Board of Regents.** Effective July 1, 2011, the Board of Regents for Higher Education (BOR) became the governing body for Connecticut State University System (CSUS), the Community-Technical Colleges (CTC), and Charter Oak State College. The legislation required the former CSUS and CTC boards of trustees to remain in office from July 1, 2011, until December 31, 2011 in order to facilitate the transition of duties and responsibilities to the BOR.

The BOR consists of 15 voting members, nine appointed by the governor and four appointed by House and Senate leadership. The BOR members and their biographies can be found on the [BOR's website](#). The Commissioners of Education, Economic and Community Development, Labor and Public Health also serve on the Board as non-voting, ex-officio members. The legislation creating the BOR requires a Student Advisory Committee (SAC) — the Chair and Vice-Chair of the SAC serve as voting member of the BOR - and a Faculty Advisory Committee (FAC).

The new structure calls for a President of the BOR. Dr. Robert A. Kennedy was appointed as Interim President of the BOR on August 22, 2011, and was recommended for a full appointment by the BOR on January 19, 2012. On February 29, 2012, he was confirmed as President by the Connecticut State Senate. Dr. Kennedy served as the

President of the University of Maine from April 2005 to June 2011. One of President Kennedy's first actions in fall 2011 was to visit each of the seventeen campuses under his purview to learn from faculty, staff, and students.

The new structure of the BOR also calls for a Vice President for CTC and a Vice President for CSUS. Dr. David Levinson, who has been serving as the Interim Vice President for Community Colleges, as well as the President of Norwalk Community College, will continue to serve in both roles on a permanent basis. Dr. Louise Feroe served as Interim Vice President for CSUS until April 2012 when it was announced that Dr. Elsa Núñez would serve in that role. Dr. Núñez will remain as the President of ECSU while assuming additional responsibilities as Vice President for CSUS.

According to the [press release](#), "The Board of Regents will commence a search for an academic leader who will collaborate with both Drs. Levinson and Núñez and be the primary point person for academic issues concerning the community colleges, the state universities and Charter Oak State College."

One of the reasons for the restructuring was savings. It was argued that if the upper administrations were consolidated, positions could be eliminated. Following the December 20, 2011 meeting of the BOR, twenty-four top administrative positions from the systems were eliminated; eight of these positions were from CSU and sixteen from CTC. Read more on this story from the *Connecticut Mirror* [here](#). The savings are estimated to amount to \$5 million.

At its December 20 meeting, the BOR unanimously approved a plan to maintain the distinct missions of its constituent units: CSU, the Community/Technical Colleges, and Charter Oak. The first stage of the plan approved by the BOR directs staff to "share a compilation of existing mission statements and a matrix of common issues raised across statements with the Councils of Presidents, the Student Advisory Committee and the Faculty Advisory Committee." CSU, CTC, and Charter Oak were charged with drafting their own mission statement with a deadline of June 1, 2012. The second stage of the process involves the Board of Regents, Councils of Presidents, Student Advisory Committee and Faculty Advisory Committee meeting in September to seek consensus on the three mission statements with the goal of approving the mission statements by October 2012.

**Faculty Advisory Committee.** The Faculty Advisory Committee to the Board of Regents for Higher Education (FAC) was established on January 1, 2012. The FAC assists the board in performing its statutory functions. There are three voting faculty members from the Connecticut State University System, three voting faculty members from the regional community-technical college system, and one voting faculty member from Charter Oak State College. The members of the FAC from CSU are Stephen Adair (Sociology, CCSU), who also serves as Chair of the FAC; Peter Bachiochi (Psychology,

ECSU); Ilene Crawford (English, SCSU); and Patricia O'Neill (Psychology, WCSU), who serves as an alternate.

The FAC was immediately called to action in early February upon learning about a draft policy on Transfer and Articulation. The FAC was instrumental in influencing the final policy document. The FAC spent countless hours researching, gathering faculty input, and creating a response to the draft policy, which consisted of ten recommendations that it provided as testimony to the Academic and Student Affairs Committee. The Committee later revised its proposal, incorporating eight of the FAC's ten recommendations.

The final Transfer and Articulation Proposal was approved by the BOR at its meeting on March 15 with a vote of twelve in favor and one abstention. The final policy can be read here.

**ConnSCU.** ConnSCU stands for Connecticut State Colleges & Universities and is the newly-created acronym for the system that resulted from the merger of the central offices of CSU, the Community/Technical Colleges, and Charter Oak State College.

**Higher Education Consolidation Committee.** The legislation that created the BOR also created a Higher Education Consolidation Committee, consisting of legislators from the Higher Education and Appropriations Committees, to oversee the consolidation of CSU, CSC, and Charter Oak State College. The Higher Education Consolidation Committee met with senior staff of the BOR three times over the past academic year. Legislators put top BOR officials in the hot seat as they asked them pointed questions about cost savings, the reduction of senior management, and reassigned time for faculty.

**SCSU Welcomes President SCSU Welcomes President Papazian.** After nearly two years without a permanent leader and a delayed search for a new President, SCSU announced the appointment of Mary A. Papazian as its President on December 8. Prior to coming to SCSU, Dr. Papazian served as provost and senior vice president at Lehman College in New York since 2007. Dr. Papazian began her tenure at SCSU on February 1, 2012.

**CSU Finances.** CSU-AAUP commissioned an analysis of CSU's finances by Rudy Fichtenbaum, a consultant for National AAUP and professor at Wright State University. The financial analysis was based primarily on the audited financial statements of CSUS, looking at trends over a five-year period. Further, the report contains a composite index of financial health based on criteria used by bond rating agencies to measure the financial health of an institution. Read the report here.

## Legislative

Cultivating relationships with members of the General Assembly is an essential activity for any organization that relies on state funding. As a public university, state funding is crucial to keeping tuition affordable for students, hiring new faculty, and developing and strengthening our academic programs. CSU-AAUP employs the lobbying firm of Betty Gallo & Company to monitor the General Assembly's activities. There were a number of bills that CSU-AAUP influenced this session. Please keep in mind that the legislative session is still ongoing. The General Assembly is scheduled to adjourn on May 9.

**Remediation.** The original language of Senate Bill 40 would have allowed all students open access to entry level courses at the college level and would have prohibited Connecticut public institutions of higher education from forcing any student to enroll in a remedial course. Five CSU-AAUP members testified on SB40. Testimony is available [here](#), and video of the hearing can be accessed through [CT-N On Demand](#).

Following the public hearing, the Higher Education and Employment Advancement Committee approved substitute language for SB 40, changing the name of the bill from *AN ACT CONCERNING OPEN ACCESS TO COLLEGE LEVEL COURSES* to *AN ACT CONCERNING COLLEGE READINESS AND COMPLETION*. The substitute language directs the public institution of higher education to offer remedial support “embedded with the corresponding entry level course.” Further, it directs the public institution of higher education to offer “intensive college readiness programs” to students who are determined to be below the skill level necessary to successfully complete college level work. Among other changes, it also enables “the successful completion of the high school mathematics and language arts curriculum, as described in Connecticut’s Common Core State Standards, to be the indicator of readiness for college level work.” Read the substitute language in its entirety [here](#). The legislation was further revised on April 11, including revising some of the dates in the bill and requiring that the BOR collaborate with the FAC on the creation of the “intensive college readiness programs” as suggested by CSU-AAUP. The amendments can be viewed [here](#).

### Higher Education Committee Vote Tally

Read the [Hartford Courant](#) article about this legislation. Following the *Courant* article, the bill started gaining national press attention. Inside Higher Education published an article, “[How to End Remediation](#),” on April 4. The article generated fifty comments, overwhelmingly in opposition to the proposal. U.S. News & World Reports also published an article, “[Connecticut May Let College Students Skip Remedial Classes](#),” on April 6.

SB 40 was passed by the Senate on April 25. At the time of publication of this report, the bill was on the calendar of the House.

### Senate Roll Call Vote Tally

**Development of a General Education Core of Courses.** The Higher Education and Employment Advancement Committee held a public hearing on February 14 regarding House Bill 5030, *AN ACT CONCERNING THE DEVELOPMENT OF A GENERAL EDUCATION CORE OF COURSES*.

The statement of purpose for this bill states that it will “require the development of a general education core of courses to allow for the seamless transfer from the regional community-technical college system to the Connecticut State University System and The University of Connecticut.”

Six CSU-AAUP members testified on HB5030 and a few others submitted electronic testimony (can be viewed [here](#)). The Higher Education Committee met the following week and recommended substitute language for HB5030, adding language so that faculty members from the various state higher education institutions are included in the development and implementation of a general education core of courses.

#### Higher Education Vote Tally on the Substitute Bill

The bill was amended and approved by the House on April 4. At the time of publication of this report, the bill is on the calendar of the Senate.

#### House Roll Call Vote Tally

**Selection Process for Members of the Faculty Advisory Committee to the Board of Regents.** The Higher Education and Employment Advancement Committee held a public hearing on February 28 on Senate Bill 42, *AN ACT CONCERNING THE SELECTION PROCESS FOR MEMBERS OF THE FACULTY ADVISORY COMMITTEE TO THE BOARD OF REGENTS FOR HIGHER EDUCATION*. The bill proposed to make the selection process for the faculty representatives to the Committee uniform across the CSUs and the Community-Technical Colleges. In addition, the legislation also proposes that faculty be further defined as “teaching” faculty. Several members of the current Faculty Advisory Committee to the Board of Regents testified on this matter. You can read the testimony submitted on this bill [here](#).

The substitute language approved by the committee allows for the election of three faculty and one administrative faculty representative who provides direct student services from each of the systems. It also specifies that unions are not required to be involved in the election process. Thirdly, it adds the words “fair and open” with regard to the system-wide election of faculty senate members.

#### Higher Education Vote Tally on the Substitute Bill

This bill was approved by both the House and Senate and was signed into law on April 25. The language of the bill will become effective on July 1, 2012.

House Roll Call Vote Tally

Senate Roll Call Vote Tally

Public Act No. 12-7

**Faculty Reassigned Time.** Senate Bill 242, *AN ACT CONCERNING A STUDY ON THE RELEASE OF FACULTY FROM CERTAIN TEACHING REQUIREMENTS*, requires the Board of Regents for Higher Education and the Board of Trustees for The University of Connecticut to study issues concerning course releases and the feasibility and potential effects of reducing the number of faculty members who receive course releases from public institutions of higher education.

Higher Education Vote Tally on the Bill

As of publication of this report, this bill has not been taken up by the full House or Senate for a vote.

**Workplace Bullying.** The Labor and Public Employees Committee held a public hearing on Thursday, March 8 at noon on Senate Bill 154, *AN ACT CONCERNING STATE EMPLOYEES AND VIOLENCE AND ABUSIVE CONDUCT IN THE WORKPLACE*. This bill would require the Department of Administrative Services to report the number of complaints of abusive conduct in the workplace between state employees to the General Assembly.

Click [here](#) to read the testimony given on this bill, including the testimony provided by CSU-AAUP.

This bill was not taken up for a vote by the Labor and Public Employees Committee.

**Budget.** On January 24, Governor Malloy used his statutory rescission authority to cut \$79 million in state spending in order to keep a balanced budget in 2012.

For the higher education units, the rescission amounts were as follows: Charter Oak State College — \$27,000, Regional Community-Technical Colleges — \$1,538,000, CSUS — \$1,574,000, and UConn — \$2,135,000.

Malloy warned that further rescissions could be ordered if the budget picture worsens before the fiscal year ends June 30.

In his budget address in early February, Governor Malloy focused on three things : education reform, fiscal discipline, and job creation ([Read the full text](#)). The Governor did make a call for additional faculty in his budget, noting that “Higher education creates research and technology jobs, generates revenue, and keeps Connecticut’s talented young people here in the state.” However, following up on that statement, the Governor notes that he is allocating over \$1 million for additional faculty at the

University of Connecticut. UConn still faces over a \$16.5 million cut, while CSU faces a \$11 million cut and the Regional Community-Technical Colleges face a \$6.5 million cut. See the Governor's budget summary for higher education [here](#).

The Appropriations Committee of the General Assembly released its version of the state budget on Thursday, March 29. In the budget, Connecticut State University and the Community-Technical Colleges were each cut \$100,000.

In addition, the Committee recommended a five million cut in funding to the Connecticut Aid to Public College Students Grant, which provides financial aid to Connecticut public colleges. The Governor's budget did not include this cut to the grant.

The budget is not final as of the date of publication of this newsletter; negotiations continue between legislative leaders and the Governor's office.

**Education Reform.** Governor Malloy repeatedly declared that the 2012 legislation session will focus on education reform. In his budget address, the Governor explained his six priorities for education reform:

1. Enhance families' access to high-quality early childhood education opportunities
2. Authorize the intensive interventions and enable the supports necessary to turn around Connecticut's lowest-performing schools and districts
3. Expand the availability of high-quality school models, including traditional schools, magnets, charters, and others
4. Unleash innovation by removing red tape and other barriers to success, especially in high-performing schools and districts
5. Ensure that schools are home to the very best teachers and principals—working within a fair system that values skill and effectiveness over seniority and tenure
6. Deliver more resources, targeted to districts with the greatest need—provided that they enact key reforms that position our students for success

Read more about these priorities [here](#).

**Teacher Preparation Programs.** The State Board of Education voted in March to create a panel that is to develop a formula by April 2013 on how to grade the state's teaching colleges.

This unanimous decision follows the Malloy administration's pitching the idea to ensure that teachers are ready when they enter the profession. Measures that will be considered when grading colleges include performance evaluations of teachers in the years immediately following graduation; peer and principal feedback; and rates of

employment of graduating students. Read more [here](#).

However, it was reported on April 19 that, “Legislative committees have voted to delay for a year the enacting of proposals that would:

- Require a prospective teacher to have at least a B+ GPA;
- Increase the amount of time spent student teaching;
- Begin the process of rating state universities’ teacher-training programs.”

Read more from the CT Mirror [here](#).

### **Wages & Working Conditions**

**SEBAC Agreement.** During his budget address in 2011, Governor Malloy announced that he would seek \$2 billion in savings from state employees. Months of negotiations followed between Governor Malloy and the State Employees Bargaining Agent Coalition (SEBAC). On May 13, SEBAC leaders reached a tentative agreement with the Malloy Administration on approximately \$1.6 billion in savings in combined labor cost reductions and service efficiencies. In announcing the agreement to our members, CSU-AAUP President Vijay Nair wrote, “this agreement actually is much better than many of us had feared. While it calls for sacrifices from us, it also guarantees job security, preservation of post-retiree health benefits, and an extension of the SEBAC agreement for another five years, until 2022. Also, while it freezes salaries at current level for the first two years of the agreement, it provides salary increases in the last three years.”

While the CSU-AAUP membership overwhelmingly voted in favor of the tentative agreement by a vote of 1054 to 114 and the agreement had the support of 57% of all SEBAC union members and 11 of 15 SEBAC unions, a vote to ratify that agreement failed on July 5, by a vote of 11 to 4. However, SEBAC leaders remained committed to preventing job losses and continued negotiations with the Malloy Administration. SEBAC amended its by-laws to require a majority of per capita votes cast and a majority of the SEBAC unions voting to ratify an agreement.

Following a week of further discussion, the two parties reached a second tentative agreement that clarified several items which had created confusion and misinformation in some unions. The CSU-AAUP Council reaffirmed its support of this agreement on July 28 (read the full memorandum outlining the Council’s decision [here](#)), and on August 18 it was adopted by representatives from the coalition of unions.

According to SEBAC, “nearly 26,000 members voted YES — that’s more than twice as many as voted no, and more than five times as many that were threatened with layoffs.”

[Click here](#) to access a spreadsheet with the final vote count for each union by bargaining unit, reflecting the per capita vote results.



**Healthcare.** One of the major modifications to employee benefits included in the SEBAC Agreement was the creation of the Health Enhancement Plan (HEP). The HEP was designed to help you (and your family) work together with your medical providers to make the best decisions about your health, which means both workers and the employer will pay less. The basic principle of the HEP is to get people the information they need about their own health conditions. When people get the right information, they tend to make the right decisions. However, there's no penalty or additional charge on health premiums for not following the information provided. The HEP requires that all enrolled members sign a commitment form that they will have a physical (if recommended by their physician), receive age appropriate screenings, and receive two free dental cleanings each year. In addition, if participants have been diagnosed with diabetes, COPD or Asthma, Hypertension, High Cholesterol, and/or Heart Failure, they are required to follow a disease management program. State employees had the option not to join the HEP, but as a result, their premiums are \$100 per month higher with an annual \$350 in-network deductible per individual (\$1,400 per family). Over 51,000 of the approximately 53,000 eligible state employees enrolled in the Health Enhancement Program.

The Comptroller's Office has compiled a Q&A on the Health Enhancement Program (HEP). It can be accessed [here](#).

**Retirement.** The SEBAC Agreement also created a new retirement option for state employees in higher education, the Hybrid Retirement Plan. This new plan gives state employees the option upon leaving state service of accepting the defined benefit amount or electing to receive a return of employee contributions to the hybrid plan plus a 5% match, plus 4% interest. The benefits are identical to SERS Tier II/IIA but the plan requires a 5% employee contribution.

While the SEBAC Agreement was effective in October, union and state officials are still in the process of implementing the Hybrid Retirement Plan. The implementation was slowed by the lengthy process of updating the actuarial charts and testing the estimators that will assist individuals in estimating the cost to transfer past years of service pursuant to the SEBAC Arbitration Grievance Award. All the actuarial charts have been updated and the estimators are now available on the [Comptroller's website](#).

Please remember that while the implementation of this plan has been delayed, members will have ample time (until 90 days following the IRS's private letter ruling on the SAG Award) to make an informed decision whether to transfer to the Hybrid Plan.

SEBAC has been sending updates and revising its Q&A about the Hybrid Plan throughout the process of implementation. The cumulative revision of the Q&A can be found [here](#).

**Wages.** The *printed* Collective Bargaining Agreement between the CSU-AAUP and the CSUS Board of Trustees does not contain the correct salary tables. Please see the [CSU-AAUP/BOT Contract Modification](#) document for the appropriate wages through the 2015-16 academic year.

**Pension Funding.** On January 23, Governor Malloy held a press conference announcing his proposal to increase state funding of its pension system. A report in early January showed that the pension fund holds enough assets to cover approximately 48% of its obligations as of June 2011. Malloy's proposal would increase the State's pension contribution by about \$119 million in fiscal year 2013 and make additional, although declining contributions in succeeding years. If approved, this proposal would achieve 80% funding by 2025 and 100% funding by the year 2032. Read more [here](#).

**Hiring Freeze Lifted.** Acting Chancellor Louise Feroe sent a memorandum to the four CSU Presidents on August 19, 2011 stating that "Pursuant to the newly ratified SEBAC agreement and our unit specific agreements with CSU-AAUP and SUOAF -AFSCME, please be advised that I am rescinding the current hiring freeze as it relates to positions covered by these bargaining units respectively. The hiring freeze will be lifted effective Monday, August 22, 2011. In relation to management and classified positions, I am also rescinding the freeze effective Monday, August 22, 2011." The memo further went on to say that "I implore you to be judicious in the exercise of this authority and hope that you will be cautious in the financial commitments that you make in hiring."

**Special Appointments.** There continues to be concern regarding the number of special appointments maintained on the four campuses. To bring awareness to this matter, the CSU-AAUP Council approved a statement on special appointments in September 2011, which concludes by saying, "This current overreliance on special appointments is a short-term solution that is leading to long-term challenges for our students. We urge that special appointments be used only for contractually stipulated reasons. Second, we urge that universities return to the approach to hiring that is best for our students: offering full-time tenure track positions." Read the full statement [here](#).

**Workload Study.** CSU-AAUP Council distributed the results of the CSU-AAUP Workload Study in fall 2011. Copies of the complete workload study can be viewed online. The CSU System report can be read [here](#), and individual campus reports can be found [here](#).

### **Contract & Grievance Administration**

**Contract Administration.** With the advent of the Board of Regents and new high-ranking administrators, CSU-AAUP experienced a period of uncertainty with respect to contract administration. Although the new Board of Regents appointed Steven Weinberger in early fall as the new Vice President for Human Resources, David Trainor

continued to hold his position as Vice Chancellor for Human Resources and Labor Relations until his resignation in February 2012 . During this time, CSU-AAUP officers and staff continued to meet with David Trainor on issues related to collective bargaining and contract administration. We sought assurance from our attorney that the legislation appointing the Board of Regents would be interpreted to mean that all of the contractual functions and responsibilities of the Board of Trustees for the Connecticut State University would be assumed by the Board of Regents. In fact the legislation stated that “the Board of Regents for Higher Education shall serve as the Board of Trustees for the Connecticut State University System” as of January 1, 2012. CSU-AAUP received assurances from both our attorney and David Trainor that we could expect contractual processes to continue as had been customary. So far that has been the case. The transition to the BOR has been seamless in this regard.

**Grievance Administration.** This year, the contractually-mandated Termination Appeals Committee, was called into service at one of our campuses. The Committee is currently conducting a hearing regarding the University’s intent to terminate the employment of a tenured faculty member.

### **Academic Freedom & Shared Governance**

**Academic Freedom.** The CSU-AAUP Academic Freedom Panel considered a complaint from one of our campuses, regarding load credit for internships. The panel denied the complaint.

**Shared Governance.** At its Shared Governance Conference in November, the National AAUP Subcommittee on Contingent Faculty and Governance discussed its preliminary recommendations for a new statement of principles concerning adjunct faculty.

Peter Schmidt of the *Chronicle of Higher Education* reported that “Among other ideas, the subcommittee said faculty senates and committees, and their leadership positions, generally should be open to any academic employees who do the work of faculty members, including adjuncts and librarians who participate in teaching and research. All faculty members, regardless of job status, should have a full vote in elections to such governing bodies. And because elections and offices would be open to all, the subcommittee said, that no seats on the governing bodies should be set aside for certain faculty members based on job status.” Read the full article [here](#).

### **Meetings & Conferences**

In addition to hosting its own events, CSU-AAUP sponsors members’ attendance at training sessions hosted by National AAUP and other higher education organizations. The union encourages its members to take advantage of opportunities to educate themselves on how to best advocate for themselves and their colleagues.

**Campus Equity Week.** National AAUP is a cosponsor of Campus Equity Week, an international event designed to draw attention to working conditions of part-time and full-time non-tenure track faculty. Campus Equity Week occurs biennially and was celebrated this year from October 24-30. The CCSU-AAUP chapter held a reception in January (postponed due to the October storm) honoring the creative and scholarly achievements of CCSU's part-time faculty, and the WCSU-AAUP chapter shared information about the status of contingent faculty employment with students, faculty, and staff.

**National AAUP Annual Meeting.** At its June 2011 meeting, CCSU-AAUP President Jason Jones was elected to serve as Vice Chair of National AAUP's Collective Bargaining Congress (CBC), an umbrella organization of local AAUP collective bargaining chapters and affiliates. The purpose of the CBC is to develop and disseminate information and resources in support of the collective bargaining activities of local AAUP chapters, and to engage in other activities in support of higher education collective bargaining.

For more about the Annual meeting, see the following:

[Union Arm of AAUP Blasts Its Handling of Key Executive Changes](#)

[Censure Removals Bring Closure](#)

[AAUP Censures One, Sanctions Two, and Removes Censure from Two](#)

["The Real Science Gap" Receives the AAUP's Award for Excellence in Coverage of Higher Education](#)

[Dr. Anthony S. Tricoli Receives AAUP's Ralph S. Brown Award for Shared Governance](#)

**East Coast CBC Regional Meeting.** The fifth annual East Coast AAUP-CBC Regional Meeting was held in February and representatives from AAUP Chapters in Connecticut, Delaware, Florida, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont attended. Workshops were held on such topics as relating shared governance and collective bargaining, organizing new collective bargaining units, and diagnosing an institution's financial health.

**National Center for the Study of Collective Bargaining in Higher Education and the Professions.** This conference brings nationally and internationally prominent academics, labor leaders, and management officials together to present recent research on contract bargaining. The 2012 conference focused on the continuation of deep budget cuts at many institutions.

**National AAUP (reprinted in part from www.aaup.org)**

**Organizing Faculty at the University of Oregon.** Through a joint effort of the AAUP and AFT, the organizations filed cards with the Oregon Employment Relations Board to certify that the AAUP and the AFT will be the joint collective bargaining agent for the tenure-track, non-tenure track, and research faculty at the University of Oregon in mid-March.

Oregon is a “card-check” state, where they need to file cards from 50 percent of the bargaining unit plus one card. If a majority of cards is certified by the board, then there is a union. There are approximately 1,900 people in the bargaining unit, and AAUP/AFT was able to obtain a majority of cards overall and also in each category of represented faculty.

This is a historic achievement, as AAUP is now the way to ensuring that faculty at this flagship research university have the ability to be represented collectively.

**Election.** Pursuant to a voluntary agreement made between the American Association of University Professors (AAUP) and the U.S. Department of Labor, Office of Labor-Management Standards (OLMS) in January, OLMS supervised new nominations and a new election for the office of Assembly of State Conferences Chair. OLMS also supervised a new election for all the other national Council positions that were conducted in April 2011, including new nominations. In conjunction with the rerun of the 2011 election, OLMS also supervised the remainder of the regularly scheduled 2012 national officer and Council election. Both the 2011 rerun election and the 2012 election were conducted by mail ballot, not by electronic ballot.

Wright State University professor Rudy Fichtenbaum was elected president of the AAUP. Fichtenbaum, a long time AAUP leader and faculty unionist, will take office in June.

Other newly elected officers of the AAUP are Hank Reichman (California State University-East Bay), first vice president; Susan Michalczyk (Boston College), second vice president; and **Michele Ganon (Western Connecticut State University)**, secretary-treasurer.

**Vijay Nair (CSU-AAUP President, WCSU) and Julian Madison (SCSU) were also elected as Council Representatives.**

Please see the following articles for more information about the election results.

[AAUP Election Results Reflect Backlash Against Recent Leadership Decisions](#)

[A Change in Philosophy?](#)

**Economic Status of the Profession.** In early April, National AAUP released its report on the economic status of the profession, *[A Very Slow Recovery: The Annual Report on the Economic Status of the Profession, 2011–12](#)*. The complete report (including the institutional listings of average salary by rank and gender and aggregate tables for

comparison) is available on its [website](#), and AAUP members also received a hard copy of this year's report in the mail as part of their member subscription to *Academe*.

In addition to listing average salary by faculty rank and gender at 1,250 colleges and universities, the report provides an important perspective on the economic challenges facing higher education.

Here are some highlights:

- This year's analysis debunks the myth that faculty salaries are driving tuition prices upward.
- Tuition prices have risen two, three, or four times as fast as full-time faculty salaries.
- At public colleges and universities, a major factor in tuition increases has been the withdrawal of state and local funding.
- The rise in tuition prices has coincided with rapid growth in part-time faculty appointments that pay incredibly low wages and usually do not include benefits.

**Rights & Responsibilities of Faculty Members with Disabilities.** A [new report from the AAUP](#) offered practical guidance on faculty members who have disabilities. The new report grew out of a re-examination of Regulation 4(e) of the Association's Recommended Institutional Regulations. Adopted more than thirty years ago, Regulation 4(e) provided special procedures for the dismissal of a faculty member who had a physical or mental disability. With enactment of the Americans with Disabilities Act and other developments, the regulation had become outdated. The AAUP's Committee A on Academic Freedom and Tenure took the unprecedented step of withdrawing Regulation 4(e). This appears to be the first time AAUP has withdrawn an established policy.

**Website Redesign.** The Association is planning to redesign its website in late 2012. The redesigned site will reflect its anticipated restructuring into three related entities (a professional organization, a union, and a foundation). The AAUP sent a survey to all AAUP members so they could inform the redesign process so its website can serve members better.

**Yost Award.** Congressman Courtney (D-CT) received the prestigious national AAUP Yost Award for his many important contributions to higher education.

**We Are Ohio.** Voters in Ohio repealed—by a margin of 61 percent to 39 percent—anti-union legislation that would have severely restricted the collective bargaining rights of Ohio public-sector workers. The legislation singled out faculty, making most full-time faculty ineligible to participate in unions by declaring them to be "managers."

Alongside members of other unions, Ohio AAUP members gathered signatures, held informational events, and helped get out the vote. Many who had not been habitual

activists were galvanized by the severity of the threat. AAUP chapters, staff, and individual members from across the country also pitched in with labor and with donations. As a whole, National AAUP was able to contribute nearly \$700,000 to the We Are Ohio campaign, which spearheaded the repeal effort, and CSU-AAUP donated \$5,000 to the effort.

### **Member Discounts**

For more information on any of these benefits, please contact your local AAUP office unless otherwise indicated.

**Book Discounts.** National AAUP has joined the Wiley Society Discount Program, which will offer its members a 25% discount on Wiley books. The discount is applicable across all subject and discipline areas, including even the Frommer's Guides and Betty Crocker cookbooks. Click [here](#) to browse an overview of subjects and titles available through the discount program.

**Cell Phones, Service and Accessories.** CSU-AAUP members can receive a 15% discount on Sprint Nextel plans. This offer extends to members who already have Sprint Nextel service and are not receiving the discount! In addition, Sprint Nextel has created a private online store that only CSU-AAUP members can access with special benefits and discounts.

**Car Rental.** Alamo Rent-A-Car and National Car Rental provide discounts to CSU-AAUP members including up to 20% off regular prices and unlimited mileage.

**Tires.** Town Fair Tire offers a 10% discount off any tire or wheel purchase at all 70 locations in Connecticut, Massachusetts, Rhode Island and New Hampshire. You will also receive free lifetime flat repair, mounting, and lifetime rotation. In addition, you will receive free front wheel alignment with any tire purchase, free installation mounting with every tire purchase, and free snow tire changeover.

**Legal Services.** For \$99, Legal Service Plans, Inc. will provide legal services for members and their families. Personal legal advice and consultation is just a phone call away. Services include a simple will, legal letters and phone calls, and simple document review for no extra charge and special reduced fees for more extensive representation, including real estate closings. For a fixed price, Legal Service Plans is now offering Certified Public Accountant services, including preparation of federal and Connecticut tax returns and a discount of 25% from normal professional rates for meetings and other work on other personal tax issues including tax audits and planning. For more information on the CPA services, please call Legal Service Plans at 1-888-764-5532.

**Academe.** As a CSU-AAUP member, faculty will receive *Academe*, the bimonthly magazine that analyzes higher education issues from faculty members' perspectives. The magazine 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.

**Credit Union.** Established in 1946, the Connecticut State Employees Credit Union is a cooperative thrift and loan association, owned and managed by active and retired State of Connecticut employees. They are a full service, state chartered financial institution with locations across Connecticut. CSE Credit Union provides excellent rates on savings while also offering competitively priced loan products.

**Academic Regalia.** Tired of renting academic regalia for university functions? Want to make your cap, gown and hood part of your personal wardrobe? Oak Hall Cap & Gown Company offers AAUP members excellent prices on robes in a variety of fabrics, as well as hoods, caps, tassels and garment bags.

**Adventure Club.** Through membership in CSU-AAUP, members are entitled to discounts off general admission to Anheuser-Busch Adventure Parks. Parks include Busch Gardens and Water Country USA in Williamsburg, VA; Busch Gardens and Adventure Island in Tampa Bay, FL; Sea World Adventure Parks in Orlando, FL, San Diego, CA, and San Antonio, TX; and Sesame Place near Philadelphia, PA.

**Adjunct Advocate.** The Adjunct Advocate is a bimonthly magazine that features articles pertaining to non-tenured and part-time faculty. CSU-AAUP members can log in with a “site pass” to read both current and archived content.

**Wadsworth Museum.** The Wadsworth Athenaeum, located in Hartford, offers various individual and family membership packages. Membership entitles you to free admission to the museum, discounts in the Museum Shop and the Museum Café, free subscription to Athenaeum magazine, members-only programs and receptions, early notice of special museum events, discounts on lectures, films, family activities, workshops and much more.

**Insurance and Other Benefits.** Automobile and Homeowners Insurance Plans are available to CSU-AAUP members through the Met-Pay plan (call CSU-AAUP at 860-832-3790) with payroll deduction or Liberty Mutual’s Group Savings Plan Plus (call National AAUP at 1-900-424-2973). Other benefits are available through National AAUP such as Professional Liability Insurance, Accident Insurance, Group Term Life Insurance and more (call National AAUP at 1-800-424-2973).