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# Academic Year in Review: 2012-2013

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The 2012-13 academic year continued to be marked by challenges including the resignations of the two top ConnSCU officials in early October, which caused our new system to be without a permanent leader for much of the academic year and legislative session. CSU-AAUP actively confronted this challenge, proposing legislation to include greater faculty representation on the Board of Regents and its committees. We also fought for greater faculty representation on the Search Advisory Committee for the next President. Further, with limited ConnSCU representation at the Capitol, We met with members of the Higher Education and Employment Advancement Committee to advocate for the CSU System and joined with students in lobbying for additional funding for ConnSCU. Further, CSU-AAUP continued to monitor working conditions, uphold AAUP principles, administer the contract, and provide training to its members.

## Administrative/Board of Regents

**Resignation of Dr. Kennedy and Mr. Meotti.** Following more than a week of intense media scrutiny, Dr. Robert Kennedy, President of the Board of Regents (BOR) for Higher Education, and Mr. Michael Meotti, Executive Vice President for the BOR, resigned on Friday, October 12.

Dr. Kennedy and Mr. Meotti first came under fire after allegedly offering the twelve community college presidents an expedited departure from their contracts without the knowledge of the Board.

Soon after, it was revealed that Dr. Kennedy approved more than \$250,000 in raises, most of which was awarded to senior staff members including an almost \$50,000 increase for Mr. Meotti and a \$48,000 increase for each of the two ConnSCU Vice presidents – Dr. David Levinson and Dr. Elsa Nunez. These raises were approved by Dr. Kennedy without the knowledge or consent of the Board, as required by state law. Further, at the time, state employee salaries were supposed to be frozen.

Finally, it was revealed that Dr. Kennedy had spent six weeks during the summer of 2012 working remotely from a home in Minnesota under the “professional development” clause in his contract.

A bipartisan group of legislators from the Higher Education Committee asked for Dr. Kennedy’s resignation on October 11, and Dr. Kennedy submitted his resignation later that day prior to a special Board of Regents meeting.

At that special meeting, a Special Committee on Administration was appointed (Naomi Cohen, chair; Yvette Melendez, and Michael Pollard) “to gather information to formulate the policies and procedures necessary to govern the Board’s decision making process regarding compensation – including the salary adjustments –and other administrative matters” ([BOR Statement](#)).

Further, the BOR voted to recommend Philip Austin to Governor Dannel P. Malloy as Interim President of the Board. “Austin previously served as the president of the University of Connecticut from 1996 through 2007, and again as interim president in 2010 and 2011. Austin will serve as interim president until a permanent president is selected” (Read full press release [here](#)). The Governor accepted the Board’s recommendation and appointed Dr. Austin.

As news of the improper raises awarded to senior staff in the ConnSCU offices was reported, CSU-AAUP leaders began to craft op-eds and letters to the editor in reaction to this news. With the assistance and guidance of CSU-AAUP staff, several op-eds were printed in the student newspapers as well as *The Hartford Courant*. Julian Madison’s piece was published in *The Hartford Courant* on October 15.

#### [Tired Of Higher Ed 'Fat Cats' Failing Faculty, Students](#)

According to a press release from the ConnSCU office, the Board of Regents met on October 25 and approved the contract of Interim President Dr. Philip Austin at a salary of \$340,000 a year, the same as Dr. Kennedy. However, the contract does not include the additional benefits that Kennedy received, which amounted to an additional \$100,000 or more of compensation. Dr. Austin’s contract can be viewed [here](#).

At the same meeting, the Board of Regents voted to reinstate the \$48,000 stipends for Drs. Levinson and Nunez for serving as Vice Presidents for ConnSCU. Dr. Levinson, who also serves as President at Norwalk Community College, has been performing the dual role since January 2012. Dr. Nunez, who also serves as President at Eastern Connecticut State University has been serving in both roles since April 2012.

State law requires the Board of Regents to have a Vice President for the Community Colleges and a Vice President for the Connecticut State Universities. The administration has argued that by allowing Levinson and Nunez to take on additional responsibilities of a Vice President for \$48,000 is a more cost effective way to satisfy the state law.

In approving the \$48,000 stipends, the Chair of the BOR Special Committee on Administration, Naomi Cohen, noted that the “the increases in pay for Levinson and Nunez has been brought to the board earlier, discussed and approved in the appropriate manner” ([Hartford Courant](#), 10/25/12).

**Search for BOR President.** Following Dr. Kennedy’s resignation and appointment of Dr. Austin as Interim President, there was immediate discussion regarding the search for the next BOR President. The Faculty Advisory Committee requested that a community

college member of the FAC (or a FAC designee) and a state university member of the FAC (or a FAC designee) be appointed to the search committee. In addition, the FAC asked to review the credentials and interview the finalists, so that the FAC could make a recommendation to its designated members on the search committee.

That request was sent in early November by the FAC and endorsed by CSU-AAUP. At its November BOR meeting, the BOR authorized Chairman Robinson to appoint the search committee for a new president, which consisted of Mr. Robinson as Chair, along with Board members Michael Fraser, Richard Balducci, Rene Lerer, Matt Fleury, Nick Donofrio, Naomi Cohen, Yvette Melendez and Merle Harris.

On December 28, the BOR's Search Committee (RSC) announced the members of the Systemwide Advisory Committee (SAC). The SAC provides input and suggestions to the RSC regarding the selection of a new president. The Regents' Search Committee and the Systemwide Advisory Committee met on December 20, 2012 with the search contracted consultants. For more information, including a list of individuals serving on the Systemwide Advisory Committee, click [here](#).

On March 14, the Search Committee of the Board of Regents for Higher Education announced three finalists for the position of president. The finalists are Dr. Jack R. Warner, CEO, South Dakota Board of Regents; Dr. Gregory Gray, Chancellor, Riverside Community College District; and Dr. Jay Kahn, Interim President, Keene State College. The resumes of the finalists can be viewed [here](#).

**Mission/Vision for ConnSCU.** When the merger of the governing boards of CSU, the Community Colleges, and Charter Oak State College was first proposed in 2011, one of the strongest concerns expressed by students and faculty was the preservation of the unique missions of the three institutions. To alleviate these concerns, the final law included a requirement for the Board of Regents to develop and implement a plan for maintaining the distinct missions of each constituent system. The BOR approved a plan at its December 20, 2011 meeting that would require the BOR, Councils of Presidents, Student Advisory Committee, and Faculty Advisory Committee to seek consensus on the three mission statements to have them approved at the October 2012 BOR meeting (see plan [here](#)).

However, at its May 17, 2012 meeting, the BOR formed a Strategic Planning Committee which met once in July and again in early September. At the BOR September 25, 2012 meeting, the Strategic Planning Committee shared its vision, mission, and associated goals of the ConnSCU System, which was approved by the BOR. The ConnSCU Mission does not contain separate and distinct missions for CSU, the Community Colleges, and Charter Oak State College, nor were the Faculty Advisory Committee or Student Advisory Committee consulted in the development of this statement.

On March 7, 2013, all of the CSU Professors distributed an [open letter](#) regarding the mission statement adopted by the Board of Regents. Concern over the ConnSCU Vision,

Mission, and Goals statement has also been raised in the [Faculty Advisory Committee's report](#) to the Higher Education Committee and [CSU-AAUP's testimony](#) to the Higher Education Committee. For more on the letter, please see [The Connecticut Mirror](#) and [The Hartford Courant](#).

On April 10, 2013, the CSU Professors distributed a [second letter](#) expressing that their concerns have not been addressed and therefore they are calling for dissolution of the governing ConnSCU system that was created in 2011.

**Transfer & Articulation Policy.** Approved by the Board of Regents for Higher Education in March 2012, the Transfer and Articulation Policy (TAP) moved towards implementation during this academic year. Faculty committees met over the summer to develop a framework for the common transferable General Education Core. The innovative program specifies competencies that students must develop and demonstrate, rather than courses that must be completed. Competencies include Quantitative Reasoning; Knowledge and Understanding of Science, History and Social Phenomena; Written and Oral Communication; Aesthetic Dimensions; Critical Thinking; Information Literacy; and Ethics. In the upcoming months, faculty groups will develop the methods and standards that will be used to measure competency. The policy will help students transfer more easily across the state's 17 Connecticut State Colleges & Universities (ConnSCU) – the 12 community colleges, four state universities and Charter Oak State College.

Key elements of the Transfer and Articulation Policy include:

- The development of a common General Education Core
- Common lower division pre-major pathways which include 30 credits of transferable general education credits common to all 12 Connecticut Community Colleges
- Junior year status upon earning an associate transfer degree
- Guaranteed or priority university admission
- Associate and bachelor degree credit limits

Patricia L. Hirschy, mathematics professor and chair of the Liberal Arts Department at Asnuntuck Community College in Enfield, was named TAP Coordinator for the project. As TAP Coordinator, Hirschy helped lead the implementation of the Transfer and Articulation Policy, working closely with the Vice Presidents for the Community Colleges and State Universities, faculty committees and campus faculty and administrators.

On November 15, the Faculty Advisory Committee (FAC) presented several recommendations to the Board of Regents. Among its recommendations were:

- That each ConnSCU institution vote to ratify the Transfer and Articulation Process framework, competencies, and learning outcomes using established curriculum governance procedures.
- That the TAP Steering Committee become a standing committee of ConnSCU.

The Academic and Student Affairs Committee held a discussion about recommendations from the Faculty Advisory Committee (FAC) related to TAP at its meeting on December 7, 2012. In response to the recommendations from the FAC, the Committee agreed to add the following language to the motion for consideration by the full BOR: “WHEREAS, the Framework will continue to be considered for ratification at each ConnSCU institution in accordance with each campus’ governance process, to be completed no later than February 15, 2013.” However, please note that the motion does not make BOR approval of the TAP framework contingent on ratification by the individual campuses.

**Reform of Remedial Education.** In the 2012 legislative session, a new law, [PA 12-40](#), required significant changes in the offerings that all ConnSCU institutions can provide for students that are not college ready. Therefore, at the November BOR meeting, the FAC recommended that the Board adopt the following three priorities that can be used as guidelines and objectives in crafting strategies to address the requirements of this new law.

- Revision of all developmental programs should aim to increase both the percentage of students and the absolute number of students who successfully complete the entry-level, credit-bearing courses in composition, reading, and mathematics.
- In a state with the largest achievement gap, the public higher education system in Connecticut must strive to maintain opportunities for all students seeking to cross the divide. As such, Connecticut’s Community Colleges must maintain their long-standing commitment to open access.
- Whenever possible, efforts and plans to reform developmental education should be guided by accurate data and sound research.

In its *Update* February 2013 newsletter, the Board of Regents reports on remedial education reform. It states that “Currently, faculty at the community colleges and the state universities are working together with support through the College Access Challenge Grant administered by the Board of Regents’ central office to develop the courses [college-level courses with embedded support and intensive college readiness programs]. These courses will be developed during the spring of 2013 and piloted during the 2013-14 academic year.” Read more about the reform [here](#).

**ConnSCU Budget.** At the June 21, 2012 Board of Regents meeting, Executive Vice President Michael P. Meotti presented the FY 2013 budget to the Board of Regents.

The agenda for the meeting states, “During the latter part of April and early May, BOR leadership met with each university and college president to review budget requirements

and issues. These conferences revealed several concerns that mirror findings of the system's financial overview BOR staff shared with the Board at its April 30th meeting. Enrollments are projected to be flat. More personal services costs are being shifted from general fund to institutional operating funds, placing greater pressure on tuition. There has been a fairly dramatic rise in the number of students requiring financial aid. All of these factors present special fiscal challenges to the system in FY 2013."

Mr. Meotti's Budget Presentation can be viewed [here](#). The agenda and supporting materials (including Attachment A1 Revenues and Attachment A2 Expenses) can be viewed [here](#) beginning on page 44.

In late November 2012, Governor Malloy announced a projected \$365 million deficit in the current fiscal year. The Governor is limited in how much he can unilaterally cut from the budget without legislative approval, but of the \$170 million he did cut, the cuts focused on social services and higher education. The breakdown of cuts to higher education were:

- \$7 million cut to CSU
- \$7.2 million cut for the community colleges
- \$10.2 million cut to UConn
- Public College Student financial aid was also cut by over \$1.2 million

BOR Chairman Lewis Robinson is quoted in the *Connecticut Mirror* as saying, "'It's going to be very challenging...Numbers like that are going to present serious challenges... The idea of raising tuition is never a happy exercise. Tuition is not something we quickly go to."

The ConnSCU System instituted a hiring freeze after the rescissions were announced and many of the campuses were required to suspend faculty searches, including the 47 STEM positions previously authorized by the BOR resulting from the \$5 million in consolidation savings.

**Tuition Increase.** In early January, several media outlets reported that the BOR was considering a tuition and fee increase of up to 12.4 percent. However, at its Finance Meeting on February 19, the BOR discussed a more modest tuition increase of 5.1%, which left students unhappy with the prospect of paying up to \$800 more a year without any increases in services. A few students attended the February 19 meeting to protest the increase.

Shortly after, CSU students and faculty began protesting the proposed increases on the CSU campuses. Rallies were held at CCSU (March 11), SCSU (March 13), and WCSU (March 13) to raise awareness of the issue on campus and encourage students to rally at the BOR meeting scheduled to take place in Hartford, on March 21, when the BOR would vote about the tuition increase.

On March 21, CSU-AAUP joined students to protest the proposed tuition increase at the Board of Regents meeting which was ultimately held at ECSU. The light snow that blanketed the campus did not stop the students from standing outside with signs while yelling “Hey Regents, come out; we got something to talk about!” There was extensive media coverage of the protest.

Despite the protest, the Board of Regents approved the tuition increase of 5.1%. After the meeting, students shared how difficult the tuition hikes will be during the open forum. BOR Chairman Lewis Robinson tried cutting the students off after twenty minutes to give time to faculty and staff for questions, but the faculty ceded their time to the students. One thing that was mentioned over and over during the open forum was that the students and faculty would willingly assist in helping the Board lobby on behalf of the system.

Photos from the protest on March 21 can be viewed on our Facebook page [here](#).

The students continued to meet and plan for how to effectively influence the General Assembly for additional funding for CSU and the Community Colleges, including a second rally held on April 22 ([Connecticut State University Students Rally for \\$140M](#)).

**Committee on Administration.** The BOR Special Committee on Administration was appointed following the revelation that Dr. Kennedy awarded raises without the knowledge or consent of the Board. The Committee was charged to “gather information to formulate the policies and procedures necessary to govern the Board’s decision making process regarding compensation and other administrative matters” ([CSU Statement](#))

The Committee developed a work plan to address the Board concerns in the following areas:

1. Compensation adjustments for central office
2. Employment discussions with community college presidents
3. Future employment contract for System president
4. Development of policies for consideration and adoption by Board of Regents

The BOR Committee on Administration became a standing committee and continues to meet and work on policies governing the administration at ConnSCU.

**Campus Faculty and Staff Survey.** The Board of Regents distributed a 40 question survey on February 15 ([link to the survey](#)). According to the email from President Austin, the survey was designed by Maguire Associates, a research-based consulting firm that focuses on education and works primarily with colleges and universities. Maguire Associates has been retained by the Board of Regents to assist with enrollment management projections, analysis and other strategic services. No results have been shared from the survey as of the date of publication.

## 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 June 5.

**Senate Bill 867, *An Act Concerning Faculty Representation on the Board of Regents for Higher Education***. CSU-AAUP leaders met in December to discuss concerns about the Board of Regents (BOR) actions last fall and possible solutions to address our concerns. As one result of that meeting, CSU-AAUP proposed legislation that the chairperson and vice-chairperson of the Faculty Advisory Committee (FAC) be ex-officio, nonvoting members of the BOR. In addition, the legislation proposed that there be two faculty representatives, appointed by the FAC, on all standing and special committees of the BOR except those responsible for personnel matters.

In the brief history of the BOR, it has been demonstrated that faculty-board collaboration and communication have been extremely constructive. However, the faculty have had to be very assertive to make their voices heard. CSU-AAUP believes that if members of the FAC are given the opportunity to provide their expertise in board and committee discussions and decisions, it will benefit all parties.

Since the membership of the BOR is determined by legislation, this proposal will require legislative approval. The Higher Education Committee met and voted to raise the legislation during the session and it was assigned as Senate Bill 867, *An Act Concerning Faculty Representation on the Board of Regents for Higher Education*.

On Monday, March 14, there was a public hearing on SB 867. Vijay Nair, CSU-AAUP President, testified in support of the bill ([view testimony](#)), in addition to Faculty Advisory Committee members Stephen Adair ([view testimony](#)) and Patricia O'Neill ([view testimony](#)). BOR Chairman, Lewis Robinson, provided [written testimony](#) in opposition to the bill, but he was not present for the hearing.

CSU-AAUP distributed a legislative alert on Monday, March 19, asking all of our faculty to write to the members of the Higher Education Committee in support of this bill.

On March 26, the Higher Education and Employment Advancement Committee met and amended SB 867, [An Act Concerning Faculty Representation on the Board of Regents for Higher Education](#). The amended bill allows for the chair and vice chair of the Faculty Advisory Committee to serve as ex-officio, non-voting members of the Board of Regents. However, it removes the language regarding faculty representation on BOR committees.



CSU-AAUP has sent many legislative alerts about this bill, asking members to write to their legislators in order to have the bill brought to the floor for a vote by the entire House and Senate so that it will become law. We also would like to have the bill further amended so that it will ensure more meaningful participation by faculty in the governance of our institutions.

On April 15, S.B. 867 was given [file number 480](#), and CSU-AAUP continues to lobby for the bill to be brought to the floor for a vote. As noted above, the legislative session is scheduled to adjourn on June 5.

**Funding for Full-time Faculty Lines.** The consolidation of the governing boards of CSU and the Community Colleges was offered as a means to identify savings, which would be redirected into the classrooms. The Board of Regents identified over \$5 million in savings from the consolidation that was earmarked to hire 47 new full-time faculty, but the positions were withdrawn when the BOR learned of the Governor’s rescission in November 2012. Further, while Governor Malloy proposed “Next Generation Connecticut” for UConn (see next section), he recommended a current services budget for CSU and the Community Colleges.

The Appropriations Committee held a hearing on the higher education budget on February 14. You can read testimony from higher education officials, including BOR President Austin and CSU-AAUP President Vijay Nair [here](#). You can also watch video of the hearing [here](#).

The Higher Education and Employment Advancement Committee held a public hearing on S.B. 844, [\*An Act Implementing the Budget Recommendation of the Governor Concerning Higher Education\*](#), on Thursday, February 28. Testimony from BOR Interim President Philip Austin, CSU-AAUP President Vijay Nair, and several CSU students can be read [here](#). Video of the hearing can be viewed [here](#) (testimony by CSU begins about four hours into the video).

Following all of the hearings, the Higher Education Subcommittee to the Appropriations Committee recognized the need for more full-time faculty and generously recommended that funding be added to the state budget for these hires.

CSU-AAUP asked our members to contact the Appropriations Committee and urge them to accept the Higher Education Subcommittee’s recommendation to fund 47 new full-time faculty positions at ConnSCU in 2014 and 57 in 2015. (Please note that these 47/57 positions will be spread over the 17 institutions that make up the ConnSCU System).

The Appropriations Committee recommended its budget on April 19, which included funding for more faculty at the ConnSCU institutions. According to *The Connecticut Mirror*, “The committee’s proposed budget would increase funding for the Board of Regents system...by \$14.7 million a year over the next two fiscal years. Some of that funding will go to pay for the required 5 percent a year raises required for unionized

members and the remainder to fill vacant faculty positions and hire additional counselors.” Read more: [Legislature's budget matches Malloy's bottom line, reverses him on details](#) (*The Connecticut Mirror*)

While it is positive that the Appropriations Committee recommended this funding, it is not guaranteed that funding for faculty at ConnSCU will appear in the final budget. CSU-AAUP will continue its efforts to secure these funds.

**Next Generation Connecticut.** One of the cornerstones of the Governor’s budget is *Next Generation Connecticut*, “a major expansion of and investment in UConn—increasing enrollment, bringing in new faculty, and improving the infrastructure. The proposal calls for:

- \$137 million in state funds to support a 30 percent increase in enrollment at UConn—adding 6580 students and 259 faculty to the UConn Storrs and UConn Stamford campuses.

- Expansion of the School of Engineering by increasing enrollment by 70 percent.

- A 47 percent expansion in the total number of Science, Technology, Engineering, and Mathematics (STEM) graduates.

- Addition of 50 STEM doctoral fellowships and creation of the premier STEM honors program in the U.S.

- Relocating the Hartford campus to improve accessibility, strengthen collaboration with regional business, and addition of real-world internships to help students launch careers.

- \$1.54 billion in bonding to construct new STEM facilities, build out teaching and research labs, upgrade information technology, and renovate and build additional housing and parking.” ([Governor’s Press Release](#)).

On April 16, the Finance Committee endorsed \$1.7 billion in new bonding for UConn to build new science and engineering facilities and dorms to accommodate a drastic increase in enrollment. A second bill, \$17.4 million in the 2014-15 fiscal year to begin a 10-year hiring program that was considered by the Appropriations Committee. “However, the Appropriations proposal would only provide about 57 percent of the operating funding the governor sought to launch the initiative in the 2014-15 school year” ([The Connecticut Mirror](#)).

**Faculty Advisory Committee.** The Faculty Advisory Committee to the Board of Regents is legislatively mandated to present to the Higher Education & Employment Advancement Committee annually. The presentation for 2013 took place on Thursday, February 28.

At the hearing, the FAC raised a number of concerns that it encountered during its first year. Video of the hearing can be viewed [here](#) (testimony by the FAC begins two hours into the video).

**Legislative Reaction to the Scandals at the BOR.** The General Assembly, especially members of the Higher Education Committee, were extremely displeased to hear about Dr. Kennedy's expense account in October 2012. Therefore, the Committee recommended for approval the following two bills: HB 6491, [AN ACT REQUIRING A REPORT FROM THE BOARD OF REGENTS FOR HIGHER EDUCATION AND THE BOARD OF TRUSTEES FOR THE UNIVERSITY OF CONNECTICUT REGARDING ADMINISTRATORS](#) and HB 6605, [AN ACT CONCERNING TRANSPARENCY OF EXPENSES](#).

Both bills are the subject of the following *Connecticut Mirror* article:

[Legislators: No more blank check for college presidents](#)

**Building Relationships with Legislators.** CSU-AAUP leaders met individually for face-to-face meetings with many legislators throughout the session, including many legislators that sit on the Higher Education Committee.

### [Wages & Working Conditions](#)

**Healthcare.** Open enrollment for the Health Enhancement Plan (HEP) began in October 2011. Those who enrolled in HEP were asked to obtain specified age and gender-appropriate screenings, assessments, and exams; undergo two dental cleanings per year; and participate in condition-appropriate management services for five specific chronic diseases. In return, participants pay lower premiums and lower out-of-pocket costs.

About 98% of eligible state employees took advantage of the HEP and after fifteen months of implementation, approximately 99% of those who joined have met the requirements of the HEP.

According to the State Comptroller, visits to a primary care doctor have jumped from 12,000 (pre-HEP) to 21,000 (post-HEP). Specialty care visits have decreased from 24,000 to 19,000, and emergency room visits have fallen from 3,500 to 2,700.

(Information taken from [The University of Michigan Center for Value-Based Insurance Design](#)).

**Retirement.** The SEBAC Agreement (2011) created a new retirement option for state employees in higher education called the Hybrid Retirement Plan. This new plan gives state employees the option upon leaving state service of accepting the SERS Tier II/IIA defined benefit amount or electing to receive a return of employee contributions to the Hybrid Plan plus the employer 5% match, plus 4% interest. The Hybrid Plan defined benefits are identical to SERS Tier II/IIA but the plan requires a 5% employee contribution.

July 1, 2012 was established as the commencement date for transfer into the Hybrid Retirement Plan, and it will remain open until 90 days after the IRS makes a determination on the SEBAC ARP Grievance (SAG) Award, which has not yet occurred.

Eligible employees and retirees should have received a letter from the Retirement and Benefits Services Division advising them of the process, but there is additional information on the Comptroller's website [here](#). In addition, SEBAC has updated its cumulative Q&A, which can be found [here](#).

The Retirement Division has received 456 applications requesting to transfer from the ARP to the Hybrid Plan. Of those requests, 73 are already Hybrid Plan retirees.

**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.

### **Contract & Grievance Administration**

**Contract Administration.** With the resignation of ConnSCU President Robert Kennedy and Vice President Meotti last fall, things at the Board of Regents have continued to be unpredictable with respect to contract and grievance administration. Timeliness has been a big issue with respect to information requests CSU-AAUP has made to the BOR. Contractually, and according to state statute, we are entitled to receive this information. Despite multiple requests beginning in the fall 2012 it took until February to obtain the lists of full and part-time faculty for the system for both the fall 2012 and spring 2013 semesters. In addition, we obtained the faculty load reports including the part-time percentage reports for the fall and spring semesters in mid-April.

At times, contract administration has been a challenge. For example, The CSU-AAUP/BOR CBA requires the Board of Regents to award tenure to penultimate year tenure candidates (January hires) by December 31. Even though CSU-AAUP reminded the BOR about this requirement numerous times, the Board of Regents did not meet during the month of December to comply with this requirement.

Another issue remaining unresolved is a practice, originated at ECSU, but spreading to CCSU which allows high school teachers to teach CSU courses offered at area high schools. This issue first came to our attention in the spring 2012 and remains outstanding.

**Grievance Administration.** We have had a total of four (5) grievances rise to Step 3 of the grievance process, which is the system-wide level (3 from CCSU 1 from SCSU and 1 from ECSU). Of these three could be considered in the win column and two in the loss column. Currently, there is one grievance awaiting hearing (CCSU) and another that has been withdrawn due to the precipitating event being withdrawn (ECSU). There appears to be an increase in the number of Article 16 – moves to Termination - by management. Currently, there are two (2) terminations pending at SCSU and a third one at CCSU.

### **Elections**

**CSU-AAUP.** The CSU-AAUP Constitution requires the election of new officers in odd-numbered years. There were 369 ballots cast (16.23% of eligible voters). The following

candidates have been elected:

President – Vijay Nair

Vice President – Elena Tapia

Secretary – Rebecca Wood

Treasurer – Harlan Shakun

The chairperson of the CSU-AAUP Nominating Committee is Paul Petterson (CCSU) and other members of the committee are Kristin Jacobi (ECSU), Kevin Buterbaugh (SCSU), and Russell Gladstone (WCSU).

### **Shared Governance**

**Shared Governance.** The National AAUP Shared Governance Conference and Workshops annual conference was held for the third consecutive year in Washington, D.C. on October 26-28, 2012, and CSU-AAUP sent 7 AAUP and Senate leaders to the conference.

Locally, CSU-AAUP helped defend issues of shared governance surrounding the implementation of the Transfer and Articulation Policy (TAP). The FAC learned in October that the ConnSCU office's lawyers had determined that faculty participation in the TAP had been fulfilled and completed and that the policy did not need to be approved through each campus' governance procedures. Members of the FAC were told it was a legal matter, not a curricular matter. Further, the Senates on some CSU campuses were told that there was no longer a need for the Senates to ratify the TAP Core Competency Steering Committee's final framework.

However, through the urging of the FAC and CSU-AAUP, the administration somewhat retreated from the position that bypassed faculty governance procedures. The Board of Regents Academic and Student Affairs (ASA) Committee considered issues related to the Transfer and Articulation Policy at its meeting in early December. In response to the recommendations from the FAC, the Committee agreed to add the following language to the motion for consideration by the full BOR: "WHEREAS, the Framework will continue to be considered for ratification at each ConnSCU institution in accordance with each campus' governance process, to be completed no later than February 15, 2013." The motion does not make BOR approval of the TAP framework contingent on ratification by the individual campuses, but at least it acknowledges the governance process.

### **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.

**Part-time Conference.** CSU-AAUP held a conference for part-time faculty on Friday,

March 1 to provide an opportunity for part-time faculty from all four campuses to share experiences, ideas and concerns regarding part-time employment and teaching and to encourage part-time faculty involvement in campus activities and the AAUP.

Following opening remarks from CCSU President Jack Miller, CCSU-AAUP President Jason Jones, and CSU-AAUP President Vijay Nair, the conference opened with a presentation and town hall Q&A with Mary Collins. Dr. Collins is currently a full-time faculty member teaching creative writing at CCSU, but she began her academic career as a part-time faculty member for twelve years at John Hopkins University. She discussed the differences between full-time and part-time employment and then asked the conference participants questions such as: “What are your strategies for creating a new course close to the start of the semester? How do you add creative content to your courses in a time efficient manner? How do you offer college-level content and expectations while still hoping to receive good student evaluations? How do you build community?”

Following a small group discussion on Working Conditions, Benefits, and the Contract, members of the CCSU-AAUP Part-time Advisory Committee shared experiences from their 20 years of advocacy. In addition to many other accomplishments, the CCSU-AAUP Part-time Advisory Committee has worked to allow part-time faculty the ability to direct deposit paychecks, elect part-time faculty members to Faculty Senate, and include part-time faculty in the New Faculty Orientation at CCSU.

The conference concluded with a discussion of potential solutions that CSU-AAUP can begin working on. As a result of that discussion, the CSU-AAUP has agreed to setup a systemwide listserv for part-time faculty and assist each campus in establishing its own part-time advisory committee. If you are interested in serving on such a committee, please contact Michelle Malinowski at [Malinowskim@ccsu.edu](mailto:Malinowskim@ccsu.edu).

**National AAUP Annual Meeting.** The American Association of University Professors (AAUP) hosted its Annual Conference on the State of Higher Education on June 13–17, 2012 in Washington DC. The Annual Meeting is a collection of several meetings that take place each June in Washington, D.C. CSU-AAUP representatives participate in both the business meetings of the Collective Bargaining Congress and the Annual Meeting of the professional association. The Collective Bargaining Congress is the assembly of all AAUP collective bargaining chapters, of which CSU-AAUP is one of the largest.

At this year’s meeting, panels provided a faculty perspective on critical issues in higher education with AAUP president Cary Nelson delivering the opening plenary address, “What to Do when the Devil Offers You a Deal.”

Delegates to the Ninety-eighth Annual Meeting of the American Association of University Professors (AAUP) voted on June 16 to place [Louisiana State University](#), Baton Rouge, as well as [Northwestern State University in Natchitoches and Southeastern Louisiana University](#) in Hammond (both components of the University of Louisiana System) on the AAUP’s list of censured administrations. Censure by the AAUP informs

the academic community that the administration of an institution has not adhered to the generally recognized principles of academic freedom and tenure jointly formulated by the AAUP and the Association of American Colleges and Universities and endorsed by more than 200 professional and educational organizations. With these actions, fifty-two institutions are now on [the censure list](#).

**National AAUP Summer Institute.** The 2012 Summer Institute took place in late July at Roosevelt University (Chicago, IL). The goal of the four-day conference was to provide participants with the opportunity to strengthen their strategic planning skills, enhance their knowledge of labor relations, and network with fellow AAUP members. Practical skills, such as how to represent a grievant or negotiate a contract, are emphasized in great depth. Workshop choices vary from summer to summer so that the training remains valuable to both newly-elected faculty representatives, long-time faculty leaders and union staff. CSU-AAUP sent 14 CSU-AAUP members to the Summer Institute in 2012.

**Coalition of Contingent Academic Labor Conference.** “The tenth conference of the Coalition of Contingent Academic Labor (COCAL) - a coalition of non-tenure track faculty from Canada, Quebec, the U.S., and Mexico - was historic for at least two reasons. Not only was it the largest since its inception in 1996, with 250 registered attendees, but also this was the first time the conference had been held in Mexico.” ([www.cocalinternational.org](http://www.cocalinternational.org)). CSU-AAUP sent 12 leaders and part-time faculty to the conference.

**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 theme of the 2013 conference was “Challenges in Context: *Borrowed Money, Borrowed Time*.” CSU-AAUP sent 13 leaders and staff to the conference.

**[National AAUP](#)** (*reprinted in part from [www.aaup.org](http://www.aaup.org)*)

**Introducing the New, Restructured National AAUP.** As of January 1, 2013, the AAUP has reorganized into three interlocked entities under one umbrella. This change will better align its legal status with its evolving activities, its changing membership, and its ambitious aims for future programs and services. The organization expects that it will allow the more vigorous pursuit of fundraising, legislative lobbying at federal and state levels, program development, and union-related activities.

The three new entities are the [AAUP Foundation](#), the [AAUP Collective Bargaining Congress](#), and the [AAUP](#).

The foundation, a 501(c)(3) charitable organization, will seek to raise funds to support programs and education, advancing the traditional AAUP principles of academic freedom and shared governance, defining fundamental professional values and standards for higher education, and ensuring higher education’s contribution to the common good.

The AAUP-CBC, previously an arm of the AAUP, is now its own organization, a labor union. As has been the case in the past, all AAUP chapters that engage in collective bargaining will be eligible to be members of the AAUP-CBC. The AAUP-CBC's mission is to support unionization as the most effective means for academic employees to protect shared governance and academic freedom, uphold professional standards and values, and promote higher education as an investment in our common future.

The AAUP itself, to which all individual members belong, has become a 501(c)(6) professional organization. The AAUP will continue to organize and support non-collective-bargaining “advocacy” chapters and carry out work to defend academic freedom and shared governance, including policy development, investigations, and amicus briefs. [State AAUP conferences](#) will remain, and their operations will not be changed by restructuring.

**Campaign for the Future of Higher Education.** The AAUP is proud to be part of the Campaign for the Future of Higher Education, which has just released three working papers on new ways to fund higher education. We hope you will read, share, and comment on these three papers. While they are not AAUP reports and don't necessarily represent AAUP positions, we think they are an important part of a much-needed national dialogue.

Quality public higher education was once accessible to most Americans able to benefit from it. Taxpayers funded public colleges and universities sufficiently so that students who were prepared to work a few hours a week could complete their degrees with a minimum amount of debt. This system worked for decades and opened the door to opportunity for millions of Americans.

*Now, we are told we can no longer afford this. We believe that is wrong.*

The Campaign for the Future of Higher Education seeks to involve faculty in the search for better solutions than funding cuts, privatization, soaring tuition, and academic shut-downs. The three new working papers aim at stimulating a more thoughtful, fact-based, national conversation about paying for higher education.

See all three working papers at [www.futureofhighered.org/workingpapers](http://www.futureofhighered.org/workingpapers).

**Updated edition of FMLA Handbook Now Available.** Every year, AAUP receives many inquiries from professors, administrators, and lawyers about the application of the federal Family and Medical Leave Act (FMLA) to faculty members. To clarify how to apply the FMLA in academic settings, the AAUP produces a guidebook, authored by attorney Kathi Westcott and economics professor Saranna Thornton and now available online in an [updated edition](#). The guidebook is broken into sections in which specific mandates are introduced and explained through a series of questions and answers. We are pleased to be able to offer this guidebook as a benefit to AAUP members—one of many examples of your dues dollars at work.



In 1993, Congress enacted the FMLA to promote family stability and economic security by making it easier for employees to integrate work and family responsibilities. Subsequent emendations of the law and associated regulations have added leave entitlements for qualifying military exigencies and for family members to care for military service members seriously injured in the line of duty. Congress intended the FMLA to maximize workplace efficiency, to minimize employment discrimination based on gender and pregnancy, and to promote equal employment opportunities for women and men.

**Economic Status of the Profession.** Salaries for full-time faculty members at American colleges and universities continue to recover slowly from the ongoing recession in higher education, but the longer-term trends are not promising. That's the finding in [this year's annual report on faculty compensation and the economics of higher education](http://www.aaup.org/reports-publications/2012-13salarysurvey) (<http://www.aaup.org/reports-publications/2012-13salarysurvey>) issued by the American Association of University Professors.

AAUP director of research and public policy John W. Curtis, the lead author of this year's report, says "the news this year is not all gloomy, but the silver lining is not exactly gleaming, either." For full-time faculty members, after three consecutive years of increases in average salary levels that lagged behind inflation, the overall increase this year (1.7 percent) is just barely on par with the increase in prices. It's not that faculty salaries rose more rapidly during the last year, but the inflation rate was low enough to keep them from losing any further ground. Full-time faculty members who remained at the same institution as last year received average salary increases that were also somewhat better this year than in recent years (3.2 percent) but still well below the level of average increases over the last ten years. Overall salary increases for faculty members at public colleges and universities continued to lag behind those at private institutions.

The report provides current data collected by the AAUP on salary and benefits for full-time faculty members at more than 1,100 colleges and universities. It also presents in-depth analysis of three perennial concerns and provides new data on each: The continuing rise of contingent (non-tenure-track) employment for faculty members, the sharp decline in state appropriations for higher education even after the end of the Great Recession in the broader economy, and the growing salary disadvantage for faculty members teaching in the public sector.

For more, please click [here](#).

**Affordable Care Act and Part-Time Faculty.** Implementation of the Patient Protection and Affordable Care Act (PPACA, also known as "Obamacare") has raised a number of questions, among them how the law will be applied to faculty members in part-time positions. One provision of the new law, scheduled to take effect in January 2014, requires employers with more than fifty full-time employees to provide health benefits to employees who work thirty hours a week or more. To comply with this portion of the law

colleges and universities must calculate the weekly working hours of part-time faculty members who are typically hired and compensated per course or per credit hour, rather than hourly or on a percentage basis.

The AAUP supports guidelines under development by the IRS that explicitly address part-time faculty members, a category of individuals who are often ignored and treated as if they were invisible despite comprising more than half of U.S. faculty positions. Proposed rules issued by the IRS in January don't provide an exact formula, but they say that employers "must use a reasonable method for crediting hours of service." They continue:

A method of crediting hours would not be reasonable if it took into account only some of an employee's hours of service with the effect of recharacterizing, as non-fulltime, an employee in a position that traditionally involves more than 30 hours of service per week. For example, it would not be a reasonable method ... [in crediting hours for] ... an instructor, such as an adjunct faculty member, to take into account only classroom or other instruction time and not other hours that are necessary to perform the employee's duties, such as class preparation time.

In addition to class preparation time, the AAUP recommends that institutions consider the following activities when calculating hours of service for part-time faculty members. The list is not comprehensive, but includes activities commonly engaged in by part-time faculty members:

- Grading (taking into account class size)
- Participating in orientation sessions
- Participating in and preparing for departmental or other college meetings
- Keeping current in the field (for example, by attending relevant conferences)
- Meeting with students or responding to student inquiries
- Mentoring students or advising extra-curricular activities or clubs
- Participating in accreditation reviews

### **Member Discounts**

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

**Tickets at Work.** CSU-AAUP active members can now take advantage of discounts and special offers to popular theme parks and entertainment attractions nationwide! Discounts are available for the Walt Disney World® Resort, Universal Studios®, SeaWorld, Six Flags, Cirque du Soleil, Las Vegas and New York City performances, movie tickets and much more through TicketsatWork.com. See the full product list [here](#).

**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).