



Academic Year in Review: 2013-2014

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Following the trend of the last few years, the 2013-14 academic year was one of change for CSU. ConnSCU introduced a new President, Dr. Gregory Gray, and a new vision for the Connecticut State Colleges & Universities, *Transform CSCU* (originally *Excel CT*). Faculty leaders from CSU-AAUP and Senate met and communicated regularly about a number of matters. They met with Dr. Gray many times to stress the importance of faculty input into any vision for the colleges and universities. The following report describes a number of issues that CSU-AAUP worked on during the 2013-14 academic year.

Administrative/Board of Regents

Dr. Gray Hired as BOR President. President Gray began his tenure at ConnSCU on July 1, 2013, having served as Chancellor of the Riverside Community College District in California. Dr. Gray's resume can be viewed [here](#).

Chairman of the BOR. Lewis J. Robinson, Jr. stepped down as Chairman of Board of Regents on August 1, only one month after Dr. Gray began. Yvette Meléndez, BOR vice chair, served as acting chair until Governor Dannel Malloy appointed Nicholas Donofrio as Regents Chairman on December 12, 2013.

According to his biography, "Nicholas M. Donofrio led IBM's innovation and technology strategies from 1997 until his retirement in October 2008...Mr. Donofrio holds a master's degree in electrical engineering from Syracuse University and a bachelor's degree in the same discipline from Rensselaer Polytechnic Institute." Please go to read his complete biography [here](#).

A Faculty Member Joins the BOR as Ex-Officio Member. During the 2013 legislative session, CSU-AAUP initiated a bill to include faculty representation on the Board of Regents for Higher Education (BOR). The bill language was amended throughout the session, but the final result was that the legislation passed including the Chair of the Faculty Advisory Committee (FAC) as an ex-officio, non-voting member of the BOR. The legislation became effective October 1, 2013 and at its October 17 meeting, the Board of Regents welcomed its newest member, Dr. Tom Failla, director of Hospitality

Management and Culinary Arts Program and adjunct business faculty at Norwalk Community College. In January when the FAC Chair rotated from the Community Colleges to CSU, Dr. Stephen Adair (CCSU, Sociology) was welcomed as an ex-officio member of the BOR.

Senior Staff Changes at BOR. Dr. Gray announced that he wanted to hire a **Chief Academic Officer** (job description [here](#)) early in his tenure at ConnSCU. On January 8, 2014, Dr. Gray announced that that Dr. Michael Gargano had been hired as ConnSCU's first system provost. Dr. Gargano was the Vice President for Academics, Faculty, and Student Affairs and Interim Dean at the School of Health Professions at the University of Texas Health Science Center San Antonio until he began at ConnSCU on March 21. Dr. Gargano's curriculum vitae can be found [here](#).

Joe Tolisano, who previously held the title of Chief Information Officer at ECSU, was appointed the new system **Chief Information Officer** and officially began this position on April 4.

The 2013-14 academic year also saw Erika Steiner welcomed as the **Chief Financial Officer**, Keith Epstein as the **BOR Vice President for Facilities, Infrastructure and Real Estate Planning**, and Michael Kozlowski as **Director of Public Affairs and Marketing**. As of publication, one leadership position remains in interim status: **Interim Vice President for Human Resources**.

Dr. Gray Announces Excel CT/Transform CSCU. At the beginning of the academic year, Dr. Gray began to outline his plans for the future of the system. In a *Hartford Courant* article, "[New Higher Education Chief Lays Out Broad Vision For Change](#)," Dr. Gray states that he's working on a plan to raise the profiles of the institutions he oversees. The initial thoughts of his plan shared in the *Courant* included:

- Focusing on an academic specialty for each of the state's four state universities that would ideally raise their image as "centers of excellence" (Engineering for Central, Liberal Arts for Eastern, Allied Health for Southern, and the Arts for Western)
- Sharpen the mission of the state's 12 community colleges to offer training for available jobs and expects the community colleges to also choose areas of focus so that the same programs aren't offered on every campus
- Increase enrollment at Charter Oak State College by reaching out to state residents who have a high school degree and some college credits. In addition, Gray said that he envisions Charter Oak as "the focal point for all distance education and online education in our system"

While there was much talk of the plan, there was nothing in writing until November 1, when CCSU President Jack Miller distributed a document titled [2013-16 Strategic Initiatives Connecticut State Universities, October 2013](#), to the CCSU campus community. The document included CCSU's recommendations and an invitation to the campus community to submit comment. The document was also distributed to faculty at SCSU by President Papazian at a later date.

Several faculty leaders from CSU-AAUP and the four Senates met on November 9 and crafted a [response](#), which noted that faculty support the strategic planning process and wish to be involved moving forward. Further, the document states, "We are troubled, however, both by the lack of consultation with faculty in the identification of our campus "specializations" and by the results of that process, which we feel do not reflect our understanding of our strengths and aspirations." This [response](#) was sent to President Gray and all four University Presidents on November 19.

On November 20, Dr. Gray held an open forum at WCSU for students, faculty, and staff. A number of faculty asked questions about the Strategic Initiatives document, and Dr. Gray stated that he had never seen the document and it was not a document created by the BOR. However, Dr. Gray released a framework for the strategic plan, [Excel CT](#).

Governor Malloy on Transform CSCU. On February 6, Governor Malloy announced "**Transform CSCU 2020**" (replacing Excel CT) during his "State of the State Address." According to the [introduction to the Governor's budget](#) "to bolster the operations of the community-technical colleges, state universities and Charter Oak State College, the Governor's budget makes a one-time revenue transfer of \$60 million from resources of the General Fund in FY 2015 to the proposed Board of Regents (BOR) – President's Office Operating Fund.

Transform CSCU 2020 is a multi-phase plan intended to strengthen the colleges and universities of the Board of Regents, increase enrollments and prepare tomorrow's workforce. Phase One of the Transform CSCU 2020 plan provides both capital and operating resources to develop the strategic vision for the system and enhance the student learning experience for current students. Components of this vision include:

- Establishment of the **Go Back to Get Ahead initiative** which will encourage Connecticut residents who have some college credits, but have not attained either an associate's or bachelor's degree, to return to the state universities, community-technical colleges or Charter Oak State College to complete their degrees. These funds will enable the BOR to identify and contact the targeted students and provide resources to give each student a customized road map for degree completion. This program will support the

Tuition Incentive Program to boost BOR enrollments and degree completions, enhancing Connecticut's workforce.

- The Governor wants to encourage students to return to college and complete their degrees. In coordination with the Governor's Go Back to Get Ahead initiative, the Governor proposes establishing the **Tuition Incentive Program for students returning to the BOR colleges and universities**. Students who have been out of school for 18 months would receive up to three free classes at BOR colleges and universities, to match up to three classes for which they pay. This will increase enrollment throughout the BOR system, encourage degree completion and prepare the workforce with the knowledge and skills they need to succeed in the twenty-first century.

- Provide planning funds to **expand the Early College Experience** to offer community college courses to high school students. This will increase the educational attainment of students at risk of placement in developmental education courses and decrease the time toward degree completion.

- Enhance **support services for veterans** returning from service and pursuing higher education. These funds will provide additional financial aid and counseling support and enhance the capacity to evaluate credits based on experiential learning.

- **Ensure seamless transfer and articulation across BOR institutions** which will reduce time to degree completion and reduce student costs. These funds will provide one-time faculty stipends of \$2,500 to develop the transfer and articulation plans.

- The Governor is committed to ensuring that all students enrolled at BOR colleges and universities have the **developmental education** resources and support they need to succeed. Since 2012, the Board of Regents has operated a variety of pilot programs to provide developmental programs and support to students. Funding will continue these programs and implement best practices to provide the developmental education tools students need to succeed.

Governor Malloy also proposed that Transform CSCU 2020 subsume, extend and augment the current CSUS 2020 capital investment program to allow the BOR to begin making system-wide capital investments at all of its higher education institutions.

The Governor's proposal increases capital funding for the BOR by \$60 million in FY 2015 to:

- Begin to upgrade and consolidate student and financial information systems to provide for unified and simplified admissions, financial aid, registration and financial reporting system;

- Improve the student learning environment with smart classroom technology;
- Develop a system-wide master plan;
- Implement deferred maintenance projects across the system's campuses; and
- Construct a new Advanced Manufacturing Center at Asnuntuck Community College in Enfield.

The proposed capital adjustments will transfer \$20 million of previously authorized capital funding for the Community College System for equipment, technology and deferred maintenance into this capital investment program to allow the BOR to more swiftly implement the improvements outlined here. Other adjustments to the capital investment program include reprogramming projects at Central Connecticut State University for construction of a new engineering building, renovations to Barnard Hall for the School of Education, and renovations to Kaiser Hall.”

Governor's Press Conference on Transform CSCU. The Governor held a press conference to announce “Transform CSCU 2020” on Wednesday, February 12 at Manchester Community College. The news conference can be viewed [here](#). **CSU-AAUP released a response, which can be viewed [here](#).**

Appropriations Committee Holds Hearing on Transform CSCU. On Monday, February 25, the Appropriations Committee held a hearing on the Governor's budget, including Transform CSCU.

The Board of Regents testified in support of the Governor's plan (written testimony [here](#); video [here](#)).

Eight CSU faculty members submitted testimony for the public hearing, [Vijay Nair](#) (CSU-AAUP President), [Stephen Adair](#) (Chair of the Faculty Advisory Committee, CCSU), [Edmond Chibeau](#) (ECSU), [Marsha Davis](#) (ECSU), [William Faraclas](#) (SCSU), [Mary Ann Mahony](#) (CCSU), [Patricia O'Neill](#) (WCSU), and [Elena Tapia](#) (CSU-AAUP Vice President). Their testimonies expressed the need for funding for full-time, tenure-track faculty and for the systems to maintain their distinct missions and identities.

Approximately twelve CSU students submitted testimony, mainly discussing issues of affordability while all speaking positively about the quality of our institutions. The testimony of the students can be found [here](#).

Video of the public hearing can be watched [here](#).

Higher Ed Hearing on Transform CSCU. The Higher Education and Employment Advancement Committee held a public hearing on Thursday, February 27. Included on the [agenda](#) were two bills that make up portions of “Transform CSCU 2020,” HB 5050, *An Act Improving College Completions* which proposes to establish a “Go Back to Get Ahead program” and S.B. 30, *An Act Concerning the Board of Regents for Higher Education Infrastructure Act* regarding state bonding funds.

The Board of Regents testified in support of the Governor’s plan (written testimony [here](#); video [here](#)).

Three CSU faculty members submitted testimony for the public hearing, Vijay Nair (CSU-AAUP President), Stephen Adair (Faculty Advisory Committee to the BOR Chair), and William Faraclas (SCSU Faculty Senate President). Their testimonies expressed the need for funding for full-time, tenure-track faculty and for the systems to maintain their distinct missions and identities. Video of their testimonies can be viewed [here](#) and their written testimony can be viewed [here](#).

Finance, Revenue, and Bonding Committee hears Transform CSCU. The Board of Regents presented in front of the Finance, Revenue, and Bonding Committee on March 11 in regards to Transform CSCU. Dr. Gray’s presentation to the Committee can be viewed [here](#) (approximately 47:30 into the video).

The committee approved SB 30, *An Act Concerning the Board of Regents for Higher Education Infrastructure Act*, on April 1. “Senate Bill 30 includes funding for improving and increasing smart classroom technology across the 17 CSCU institutions; the initial funding to overhaul, update and construct one unified IT system; funding for system-wide academic and facilities master planning that highlights areas of academic growth at the community colleges, strengthens signature university programs, and offers needed programs throughout the system. SB 30, together with \$65 million in proposed new operating funding, make up the first phase of Transform CSCU 2020” ([BOR Press Release](#), 4/1/14).

Appropriations Committee Budget Includes Money for Transform CSCU. The Appropriations Committee increased the Governor’s recommendation to the BOR for Transform CSCU. “The Committee budget makes a one-time revenue transfer of \$65 million from resources of the General Fund in FY 15 to the proposed BOR. This includes: (1) \$32.3 million for operations and tuition support; (2) \$20.4 million for Go Back to Get Ahead, (3) \$900,000 for the transfer and articulation program, and (4) \$11.5 million for developmental education.”

The Appropriations Committee increased support for developmental education by \$7.5 million and removed the \$2.5 million the Governor recommended for the Early College Program.

Final Budget Provides Funding to Implement Transform CSU. The final budget passed by the House and Senate and signed by Governor Malloy includes:

- \$24.2 million for operations and tuition support
- \$6 million for the *Go Back to Get Ahead Initiative*
- \$10.8 million to support reforming remedial education
- \$83.5 million in bonding

Tuition Increase. The Finance Committee of the Board of Regents recommended a 2-percent increase in tuition for the 2014-15 academic year. “[Its] recommendation today hinges very significantly on final approval of the Governor’s proposal to offset tuition in 2015; and it hinges on the funding for initiatives such as the ‘buy-one-course/get-one-course’ ‘Go Back to Get Ahead’ program to generate enrollment revenue. In the future, our ability to achieve the goal of similarly modest tuition increases also relies on a continuation of that kind of support...Specifically, this is a \$179 per semester increase for Undergraduate In-state Connecticut State University students, and \$4.00 -per-credit increase for In-state students at the Community Colleges” ([BOR Minutes](#)).

BOR Staff “Secret” Salary Increases. At the end of 2013, the BOR caused a controversy when it announced that it would be offering its non-unionized staff a 3% cost of living increase and merit increases of up to 3.5% based on evaluations. The BOR argued that it could not release the amount of the raises because “state law forbids the release of an employee's evaluation without his or her consent.” The BOR did concede to public and legislative pressure and released the [amounts of the raises](#).

Meet & Greet. On Thursday, January 23, CSU-AAUP invited an undergraduate student, a graduate student, and an alumnus or alumna from each CSU campus to share the impact of a CSU education had on their lives with members of the Board of Regents for Higher Education (BOR), and members of the Higher Education Committee of the Connecticut State Legislature. See video of the event here ([Part 1](#) & [Part 2](#)). While the event was a celebration of CSU successes, only President Gray and President Miller (CCSU) were in attendance, along with several senior staff members of the BOR and universities. The only Regent at the meeting was Professor Stephen Adair, the Chair of the Faculty Advisory Committee and ex-officio member of the BOR. Of the remaining 17 BOR members six sent their regrets and eleven never responded to CSU-AAUP’s

invitation. However, many faculty members from all four universities attended and found it to be a gratifying evening.

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.

Senate Bill 402, *An Act Concerning Faculty Representation on the Board of Regents for Higher Education*. CSU-AAUP leaders met in January with the chairs of the Higher Education and Employment Advancement Committee, Senator Steve Cassano (D-Manchester) and Roberta Willis (D-Lakeville) to discuss our agenda for the upcoming legislative session. In reviewing last session, our bill to add two faculty representatives to the Board of Regents was discussed, and Sen. Cassano strongly supported the idea of raising the bill again to include both the Chair and the Vice Chair of the Faculty Advisory Committee as ex-officio members of the Board of Regents. He encouraged us to raise the bill again this session, and Rep. Willis also supported the suggestion. The bill was filed as S.B. 402, ***AN ACT CONCERNING FACULTY REPRESENTATION ON THE BOARD OF REGENTS FOR HIGHER EDUCATION***.

The Higher Education and Employment Advancement Committee held a public hearing on Tuesday, March 11 on SB 402 along with other bills. [Vijay Nair](#), CSU-AAUP President, spoke in support of SB 402, and Faculty Advisory Committee members [Stephen Adair](#) (Chair) and [Patricia O'Neill](#) submitted testimony in support of the bill (please click on the individual's name to read their testimony).

The Higher Ed Committee met two days later and passed SB 402 with no changes.

SB 402 was referred to the Government Administration and Elections Committee (GAE). The GAE Committee met on Friday, April 11 and SB 402 was on its agenda. It was passed without comment or objection. The House of Representatives passed SB 402 on the last day of session, May 7. The legislation now awaits Governor Malloy's signature.

Higher Education Forum on Remediation. The Board of Regents' Vice President, Elsa Nunez, testified in front of the Higher Education & Employment Advancement Committee about remediation on Thursday, March 27. Dr. Nunez's testimony can be read

[here](#) and her PowerPoint presentation, including data from the Pilot Courses can be viewed [here](#).

The preliminary data showed that no harm was done by introducing a new model of intensive and embedded courses; GPAs were not negatively affected. Further, 76% of students who passed embedded courses were able to move into college level courses this spring, and 55% who passed intensive courses, compared to only 42% of those passing conventional developmental courses.

Video of the hearing can be viewed [here](#).

Legislators Shadowing Faculty. With the assistance of Political Committee Chair Julian Madison (SCSU- History), CSU-AAUP has invited legislators to shadow a faculty member at the CSU campus of their choice. CSU-AAUP hopes this opportunity educates legislators about CSU faculty, both inside and outside the classroom.

Representatives Aresimowicz and Arce and Senator Bye visited CCSU. Representative Sawyer and Senators Guglielmo and Osten visited ECSU. Representative Smith visited WCSU.

Faculty reported that the visits went well and the legislators were impressed with our students.

We are Not Wisconsin. Several CSU-AAUP leaders and staff joined approximately 500 SEBAC members from across the state in Middletown on April 5 for the “We are not Wisconsin” Forum. Four union leaders from Wisconsin attended to discuss the devastating effects Act 10 has had on their livelihoods. Please watch the [video](#) from the event.

Due to Act 10, wages have been cut up to 15% for public sector workers and there are caps on future wage increases. Collective bargaining rights were devastated under Act 10, including the prohibition of negotiation on pension and healthcare. There have been massive increases in healthcare costs—one member said he had been paying \$78 a month for his health plan and in less than two years it has skyrocketed to \$208 a month. Further, there has been increased employee contributions to their pension plans.

But that would never happen in CT, right?

There are many similarities between what happened to Wisconsin in 2010 and what could potentially happen to Connecticut in 2014. Prior to 2010, Wisconsin was firmly a “blue” state. However, Governor Scott Walker won his election in part because of his support for a conceal and carry gun law while his opponent did not favor the law.

The race for Connecticut Governor in 2012 was very close, with Governor Malloy winning by only a few thousand votes. What will be a major issue in the 2014 election? Guns. Gun rights activists have made it known that they are unhappy with the Governor and legislators for the gun laws passed in 2013.

It is possible that over a single issue such as gun control, Connecticut could see major shifts in our political makeup—and those shifts could have devastating effects on public sector workers.

Wages & Working Conditions

Healthcare. While the Health Enhancement Program (HEP) has begun showing positive results in terms of improving health and lowering costs, there have been many glitches and imperfections in its beginning years of implementation. Many state employees are still listed as non-compliant, and still struggling with the frustrations caused by startup glitches. SEBAC and CSU-AAUP sent a [document](#) (prepared by SEBAC) offering guidance for state employees and dependents for any HEP compliance issues.

In addition, **this year, the Disease Counseling component of the Health Enhancement Program came into full operation.** HEP participants committed that if they were (or come to be) diagnosed with one of the listed chronic conditions they would participate in disease counseling. Those conditions are: Diabetes (both Type 1 and 2), Asthma and COPD, Heart failure/heart disease, Hyperlipidemia, and Hypertension.

Participants were automatically enrolled in Disease Counseling if the claims records provided to our care coordination team at Care Management Solutions (also known as “CMS”) indicate they have one of the listed diagnoses. Participants received notification by mail that they have been enrolled and instructions about how to access the resources provided by the program.

Retirement. The 2013-14 academic year saw more individual transfers into the Hybrid Retirement Plan across all the state institutions, which the BOR claims created a budget shortfall for next year. They estimated that there will be a 25% increase in the costs to cover its employees retirement and health care, estimated at an additional \$19.8 million ([Malloy’s CT state college plan: Transformative, or a bailout?](#)).

According to the [article](#), “several factors are driving these spikes, including increased contributions the colleges must pay into some of its active and retired employees' health and retirement plans...allows employees to switch over to the state’s pension system from the 401k-type retirement plan, a move that is will require colleges to contribute millions of dollars more.”

Wages. Paychecks dated 9/20/13 reflected a salary increase for most CSU-AAUP members. The rates for part-time members increased by 5% over last year. The full-time payroll base will be increased by 5% (see Article 12.5.3 [here](#) for the formula that determines individual salary increases). Full-time members received increases that ranged from 3% to 6.6%, depending on rank and how far their salary is from the maximum salary for their rank.

Contract & Grievance Administration

Contract Administration. Timeliness continues to be a big issue with respect to several outstanding issues CSU-AAUP has raised with the BOR. CSU-AAUP President Nair continues to press for resolution of these pending matters. One of the issues 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.

On a positive note, CSU-AAUP worked cooperatively with the ConnSCU Human Resources Office to update the 2007 – 2016 Collective Bargaining Agreement and print additional copies of the extended agreement with updated calendars and minimum and maximum salary charts. The updated version can be found on the CSU-AAUP website [here](#).

Grievance Administration. We have had a total of three (3) grievances rise to Step 3 of the grievance process, which is the system-wide level (1 from CCSU, 1 from SCSU and 1 from ECSU). Of these two could be considered in the win column and one is still pending. Currently, there is one grievance awaiting hearing (SCSU). There appears to be an increase in the number of Article 16 – moves to Termination - by management. Currently, there is one (1) termination pending at CCSU. We have seen three (3) Academic Freedom Complaints rise to the system-wide level (2 from ECSU and 1 from CCSU). One (1) was a loss for the complainant and two (2) are presently pending.

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. Campus Equity Week is an international event which seeks to bring greater awareness to the precarious situation for contingent faculty in higher

education, organize for action, and build solidarity among colleagues. The goals of CSU-AAUP's Campus Equity Week (CEW) campaign were to raise campus awareness of the working conditions of the System's part-time faculty and to highlight the achievements and contributions of part-time faculty to student success.

The theme of CSU-AAUP's CEW activities was *Who is Professor "Staff"?*, a reference to a [report from the Campaign for the Future of Higher Education](#). The report's Executive Summary, CEW buttons and CEW lanyards were available at informational tables in the Student Centers of each of the campuses.

- **CCSU-AAUP** used photographs to raise two important issues. First, whether students know the difference between a part-time, contingent professor and a tenure-track professor. Second, photographs of part-time faculty offices across campus were displayed, demonstrating the wide variety of spaces used by part-time faculty to meet with students from the local pizza shop to office space in the new academic building. In addition, Aaron Calafato's documentary "*For Profit*" was shown to facilitate dialogue on ConnSCU's rising tuition rates and the student debt crisis.

- At **ECSU**, the running loop PowerPoint presentation titled "Recognition: ECSU AAUP Honors Part-Time Faculty" recognizing the campuses part-time faculty's academic achievements and contributions to the campus community was a highlight of ECSU-AAUP's planned activities.

- **SCSU-AAUP** also utilized the *Who is Professor "Staff"* Report. Part-time faculty will raised awareness on current working conditions, and began a dialogue on the ever increasing number of part-time faculty, and hosted showings of Barbara Wolf's documentary film *Degrees of Shame*.

- At **WCSU**, the AAUP Chapter focused on part-time working conditions and part-time faculty members' inclusion within the campus community. WCSU-AAUP had a number of posters highlighting these issues, and the chapter ran loop showings of both Barbara Wolf's *Degrees of Shame* and L. D. Janakos's documentary *Teachers on Wheels*.

The Connecticut State University AAUP (CSU-AAUP) has been a supporter of Campus Equity Week since it was created in 2001.

National AAUP Annual Meeting. From June 12 to 16, the AAUP hosted the Ninety-ninth Annual Meeting in Washington, DC. Concurrent with the annual meeting was the AAUP Conference on the State of Higher Education, which included plenary addresses and presentations on current issues confronting the academic community. Presenting at the conference on "Retirement Reform for Professors: Lessons from the Connecticut

Victory” were James W. Russell (ECSU), Anne Dawson (ECSU) and Stephen Adair (CCSU). Other Connecticut presenters included Robert Cipriano (SCSU) and Richard L. Riccardi (SCSU) on “Collegiality as a Fourth Criterion for Personnel Decisions.”

On June 13, AAUP members visited Capitol Hill to discuss legislation affecting higher education with their senators and representatives. This year’s discussions focused on three important areas: making student loans affordable and preventing a rise in interest rates, opposing political interference in research, and supporting appointments to the Department of Labor and the National Labor Relations Board. Members of the Connecticut State Conference AAUP made contact with Senator Blumenthal’s office on Capitol Hill Day, which led to some Connecticut faculty members joining the Senator for a press conference on student loan interest rates on June 24.

The annual meeting voted to place National Louis University (Illinois) and Southern University, Baton Rouge, on the list of censured administrations. It also voted to remove St. Bonaventure University (New York) and Our Lady of Holy Cross College (Louisiana) from the censure list. The annual meeting also approved numerous amendments to the AAUP’s constitution. The primary substantive change shifts the elections of Council members from the current annual cycle to a biennial one.

The Ninety-ninth Annual Meeting approved three resolutions: one urging passage of the Bank on Students Loan Fairness Act introduced by Senator Elizabeth Warren and Representative John Tierney, both Democrats from Massachusetts; one expressing support for faculty control of the curriculum at the City University of New York; and one endorsing faculty participation and sound decision making in the selection and retention of college and university leaders. The third resolution, on selecting chief administrative officers, “deplores the apparent tendency of many governing boards to give little or no weight to faculty participation in these crucial matters” and commends the “Profile for a Twenty-First-Century President,” a document issued by the Association’s New York conference, as a template for the academic community to use when making decisions concerning the selection and retention of college and university leadership.

The Iris Molotsky Award for Excellence in Coverage of Higher Education was shared by two winners this year, including ***The Connecticut Mirror* and reporters Jacqueline Rabe Thomas, Mark Pazniokas, and Keith Phaneuf, for their nine-part investigative series on a scandal involving Connecticut’s newly reorganized higher education department.** Janese Silvey, formerly a reporter for the Columbia Daily Tribune in Missouri, received the second Molotsky Award for her reporting on the closure (and eventual reopening) of the University of Missouri Press.

Finally, CSU-AAUP won the Al Sumberg Award, which is given to an individual or group to recognize excellent work in lobbying for higher education issues.

National AAUP Summer Institute. The 2013 Summer Institute was held July 25–28 in Seattle, Washington. This was an extensive four-day series of workshops and seminars that helped to prepare the 230 attendees to organize their colleagues, stand up for academic freedom, and advocate for research and teaching as the core priority of higher education.

Other workshops included analyzing institutions' audited financial statements; bargaining and administering contracts; building diversity in AAUP leadership; and planning creative mass actions in support of your issues, and more.

The Summer Institute also featured open discussion panels on contingent faculty issues and the student debt crisis. These sessions created discussion on these timely subjects and sparked networking opportunities for academic activists from all across the country. "You make a lot of connections at Summer Institute, which helps you understand the national picture and brainstorm new ideas to bring to your campus," said David Kociemba, president of Emerson AFEC-AAUP.

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

AAUP Elections. The results of National AAUP elections were announced on April 17. The current officers all won their re-election bids including Rudy Fichtenbaum as AAUP President, Hank Reichman as AAUP First Vice-President, Susan Michalczyk as Second Vice-President, and Michele Ganon as AAUP Secretary-Treasurer. Council District 9 (Connecticut, New Hampshire and Vermont) elected Irene Mulvey of Fairfield University.

Julie Schmid Named Executive Director. The AAUP is pleased to announce that Julie Schmid joined the Association as its executive director in October. The executive director, formerly called the general secretary, heads the national office staff.

Schmid is currently the chief of staff of AFT-Wisconsin, which represents higher education faculty as well as K–12 teachers and public employees throughout the state. She has worked for faculty unions around the country, including as coordinator for the Portland State University AAUP chapter and as an activist with COGS-UE Local 896, a union for graduate student employees at the University of Iowa, where Schmid earned her PhD. She served as a senior program officer in the AAUP's Department of Organizing and Services from 2002 to 2008.

Centennial Celebration. “Academic freedom” was still a new idea when John Dewey, Arthur O. Lovejoy, and other prominent scholars founded the American Association of University Professors in 1915. Establishing academic freedom as a cornerstone of higher education has been just one of the AAUP’s many achievements in the hundred years since its founding. The standards developed by the AAUP have been adopted by colleges and universities across the country, shaping a higher education system that is renowned for excellence in teaching and research.

The AAUP is marking its centennial by highlighting its historical role in establishing the principles that govern the academic profession. Through [publications](#), [events](#), and other activities, the AAUP will celebrate its contributions to American higher education. Additional activities related to the centennial, including a [video project](#) and a [centennial contest](#) (for undergraduate and graduate students in the categories of essays and artwork), are being coordinated by the [AAUP Foundation](#).

While we celebrate the Association’s accomplishments, we also recognize the challenges that lie ahead. Decreasing state support for public higher education, the encroachment of corporate culture into college and university administration, and the rapid growth in contingent faculty appointments are eroding the quality of higher education across the United States. The AAUP is uniquely positioned to respond to these threats, but it cannot do so effectively without broad support from faculty members and others engaged in postsecondary education. As the AAUP looks toward the next hundred years, it reaffirms the core principles of academic freedom, tenure, and shared governance that its founders first articulated a century ago and invites you to join it as it defends the profession against a new set of threats.

The national AAUP’s centennial celebration will culminate at the 2015 annual meeting in Washington, DC, and centennial-themed events will be held throughout 2014 and 2015.

Economic Status of the Profession. Developments in recent decades—diversion of resources to administration, ballooning of contingent positions, and runaway spending on athletics—signal that our colleges and universities are losing focus on their academic missions. [Losing Focus: The Annual Report on the Economic Status of the Profession, 2013–14](#), released today by the AAUP. The AAUP’s annual report has been an authoritative source of data on faculty salaries and compensation for decades.

The report begins with results from this year’s AAUP survey of full-time faculty compensation. The data indicate that the post-recession stagnation in full-time faculty salaries is not yet over. On average, salaries for full-time faculty positions are 2.2 percent higher this year, edging above the rate of inflation for the first time in five years. Faculty

members continuing at the same institution earned average salary increases of 3.4 percent, but that is still well below pre-recessionary levels. Again this year, full-time faculty salaries rose more rapidly at private-independent than public institutions, especially at doctorate-granting universities.

The explosive growth in administrative positions is the second major topic in this year's report. The number of full-time nonfaculty professional employees more than quadrupled between 1976 and 2011, and employment in non-tenure-track faculty positions more than tripled. The number of full-time senior administrators also more than doubled during this period, while tenured and tenure-track faculty employment grew only 23 percent. Both in the longer term and in the immediate post-recessionary period, salaries for the most senior administrators have risen much faster than those of full-time faculty members. While faculty and staff members were told there was no money for raises or continued benefits, presidents were scooping up double-digit percentage increases in salary. Suffering from a decades-old case of "administrative bloat," higher education is losing its focus.

More evidence that our institutions are losing focus on the academic mission comes from a review of spending on athletics. Between 2003–04 and 2010–11, inflation-adjusted per-student spending on instruction declined at community colleges, and it increased only 1 percent at public four-year institutions and 5 percent at private four-year institutions—but spending per athlete jumped 35, 25, and 29 percent, respectively. Even as institutions purportedly struggle to pay for academic programs, funds seem to be available for athletics. Data from the National Collegiate Athletic Association (NCAA) indicate that the most rapid increase in spending during the last decade was in Division III, where there are no athletic scholarships or big-time television contracts. US Department of Education athletics data show that the number of athletes rose more rapidly at private four-year institutions than in other sectors. Part of the reason is the increased emphasis on athletics in Division III institutions as a means to boost enrollments—and tuition revenues.

Between 2005–06 and 2011–12 median salaries and benefits for head coaches in NCAA Division I-A men's football and basketball doubled after inflation. Even coaches in "minor sports" racked up increases in compensation far above those earned by faculty members. The evidence is strong: current institutional decision making emphasizes athletics to the detriment of academics and student success.

The report is available on the [AAUP's website](#).

Academic Freedom and Electronic Communications. “Academic freedom, free inquiry, and freedom of expression within the academic community may be limited to no greater extent in electronic format than they are in print, save for the most unusual situation where the very nature of the medium itself might warrant unusual restrictions,” says a report issued today by the American Association of University Professors. The newly revised report, *Academic Freedom and Electronic Communications*, brings up to date and expands upon the Association’s 2004 report on the same topic, while affirming the earlier report’s basic principles. The report is issued for comment and may be modified in light of comments received by a January 10 deadline.

The revised report addresses a higher education landscape that has been significantly changed in recent years by:

- the emergence of social media as vehicles for electronic communication,
- increased outsourcing of information technology resources,
- cloud computing,
- expanded security concerns, and
- new communications devices.

The boundaries of the classroom have expanded. Now a classroom is not simply a physical space, but any location, real or virtual, in which instruction occurs. The revised report concludes that in classrooms of all types the protections of academic freedom and of the faculty’s rights to intellectual property in lectures, syllabi, exams, and similar materials are as applicable as they have been in the physical classroom.

The revised report reaffirms the 2004 report’s conclusion that “full freedom in research and in the publication of the results applies with no less force to the use of electronic media for the conduct of research and the dissemination of findings and results than it applies to the use of more traditional media.” The report includes an expanded discussion of access to research materials, including a discussion of the open-access movement and of the role of college and university libraries and librarians.

The report also discusses access to electronic communications technologies, outsourcing of noninstructional information technology resources, the implications for academic freedom of social media and their use, Freedom of Information Act requests for electronic records, and threats to academic freedom associated with defamation claims against statements made through electronic media such as blogs. A section of the report is devoted to privacy concerns, affirming that “[p]rivacy in electronic communications is

an important instrument for ensuring professional autonomy and breathing space for freedom in the classroom and for freedom of inquiry."

In conclusion, [the report](#) declares that electronic communications are too important for the maintenance of academic freedom to be left entirely to institutional technology offices: "Faculty must participate, preferably through representative institutions of shared governance, in the formulation and implementation of policies governing electronic communications technologies." The report offers six specific recommendations for facilitating such participation.

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 discount on 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

[Type here]

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).