



THIS WEEK'S POLL:

What section do you think contains the best budget savings ideas?

Union News

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Breaking News: [CSUS BOT Chair Resigns](#)

Your Budget Savings Ideas

As part of a SEBAC initiative, CSU-AAUP requested that our members submit budget savings ideas. Sixty-four ideas were submitted. Please keep in mind that many of the ideas are subject to collective bargaining and would need to be negotiated with the CSUS Board of Trustees or with the Governor's Office (for those relating to healthcare and retirement).

The ideas were organized into five sections: Administrative, Salary/Working Conditions/Workload, Parking, Technology, and Statewide. Here is a summary of the ideas that were submitted (in no particular order):

CSU

Administrative

1. CCSU should eliminate Division I athletics
2. Suspend athletic programs that are not at least cost-neutral (i.e., if a football program does not raise more money for the institution than it costs, then it should be suspended.)
3. Eliminate the CSU system office, or at least the Chancellor
4. Consolidate the offices of all four CSU campus admissions to one overall CSU office and inform students as to which institution they can attend. Further, each institution should determine what they want to specialize in academically and then consolidate programs to reduce redundancy.
5. Eliminate permanent administrative positions at the central office. Comprise the administrative positions between administrators at the four campuses on a rotating basis.

Your Budget Savings Ideas

6. Eliminate four separate Human Resources department and Deans
7. Reduce the amount of Boards of Trustees to one so that there is a streamlined higher education leadership.
8. The UConn and CSU systems should be merged under a central administration, and redundant satellite campuses (Waterbury, Stamford, Avery Point, etc.) closed.
9. Look at each job within higher education and determine 'value added' to the bottom line of a student's degree. In this case, many faculty are adding value to one's pursuit of a degree while many administrators would have little or no value to the bottom line of an education.
10. Make all university bookstores online only
11. Stop the "use it or lose it" policy for department budgets
12. Close all campuses on Fridays; extend staff workdays Monday through Thursday as needed
13. Eliminate redundancies in reporting
14. Combine small departments for administrative tasks
15. Expertise in many topics are now across disciplines, so we should be able to reduce the hiring of adjunct faculty.
16. Eliminate 'release credits' and 'hire backs' for faculty and retired faculty.
17. Determine if so many administrative positions are needed in order for students to receive a high quality education. When administrators retire, don't replace, as is unfortunately the case with most faculty positions.
18. Telecommuting options should be offered for employees
19. Have every department of the CSUS system (academic departments as well as administrative departments) detailing how they plan to lower their fixed costs by 10% for the upcoming academic year.

Salary/Working Conditions/Workload

1. Implement a salary reduction program where the highest paid faculty take salary cuts and continue on a sliding scale to the lowest paid faculty receiving no further cuts
2. Allow faculty to teach their teaching load in one semester, in exchange the faculty will agree to a salary reduction during the second semester
3. Increase employee contribution to health care

Your Budget Savings Ideas

4. Provide faculty members sabbaticals on a regular basis rather than requiring long hours and layers of bureaucracy in order to propose, approve and then evaluate them.
5. Open up the large lecture halls, start offering Introduction courses to 500 students instead of 200. Department chairs should teach at least two courses per semester
6. Temporarily give up perks such as sabbaticals, reassigned time for research, faculty research grants etc.
7. Stop doing student evaluations every class every semester.
8. We should evaluate each faculty member once every two years on average (once each 4 semesters or so on average). The actual semester and class should be randomly selected. The end result should be that each faculty member gets a class evaluated by the students on average once every two years.
9. We could do evaluations online, and make them shorter.
10. For adjunct /contingent faculty we should offer short, online surveys. To get a reasonable amount of participation, you could enter those who complete the evaluations in a drawing for some sort of prize.
11. Use a metric other than credit hours to measure faculty performance. For example, use number of students served.
12. Save search money by allowing us to keep the faculty who fulfilled the past search requirements and were chosen and accepted positions only to have the position altered from full time tenure track to full time temporary.

Parking

1. Charge students for parking permits
2. CSU and UConn parking for students, faculty and staff should require an annual fee for a designated spot or lot.
3. Parking enforcement is rare and parking violations are a serious problem. Parking enforcement might build revenue and deter students from parking illegally.

Your Budget Savings Ideas

4. Limitations on space/parking is preventing the CSU from becoming a significant income generator for the state.
5. Switch to parking stickers rather than the plastic things that deteriorate over time and almost certainly cost more.

Technology

1. Turn down the heat
2. Unified electronic library for access scholarly papers and literature
3. Thermostats need to be modernized. Some of the rooms are blasting with heat when it is not needed.
4. Lights in rooms should have motion detectors
5. Shafer Hall at ECSU should be modernized to save on heating, cooling and labor costs.
6. Electronic notices of direct deposits should be offered.
7. Growth can be achieved through online/distance learning opportunities, even within the resident campus.
8. When parking lot attendants retire, replace with barrier gates that opens via card or code.
9. Turn off the spotlight on Engelman in the rotunda area of Engelman Hall.
10. Allow faculty to offer more hybrid courses so that multiple classes can be scheduled for the same room at the same time, but meet on alternating days.
11. Email rather than print glossy, full color copies of University promotional materials and things like summer and wintersession materials from Continuing Ed.
12. Discontinue annual dissemination of Weather hotline cards and similar duplications.

Statewide

1. Defer or stop longevity payments
2. Eliminate set-asides in the bidding process (the reservation of state purchasing to certain vendors has passed its time and adds costs)
3. Eliminate redundancies (i.e., the Martin Luther King Holiday Commission seems to do the same thing as the African-American Affairs Commission).

Your Budget Savings Ideas

4. Eliminate public financing of statewide elections
5. Stop paying for state police to travel to away UConn football games
6. State police when not in active pursuit should obey speed limit laws to save money on gas and wear & tear on autos
7. Restrict impact of overtime pay on pensions
8. Increase fines for lawbreakers, so far I believe only professional & driving licenses doubled in price
9. Limit payment for medical assistance cases to those treatments which have been shown through proper scientific research to work
10. No state employee should make over 100k.
11. All private employees' salaries over 200k should be taxed 100% until we eradicate homelessness, poverty, and guarantee quality education for every child.
12. State employees who took/take advantage of an early retirement opportunity should be subsequently disqualified from gaining any other State position.
13. Eliminate the state meteorologist's office.
14. Have paid advertising on highway message boards & have stations pay for use of highway cameras to make both services self-sufficient
15. Eliminate campus police and allow the State Police the opportunity to take a rotation on a college campus.
16. Combine administratively the DMV patrol cars and the state police

Stronger Together: CSU-AAUP Celebrates its 35th Anniversary

2011 marks the 35th anniversary of CSU-AAUP as the collective bargaining agent for the teaching faculty, counselors, coaches and librarians of the Connecticut State University System. Not only is it interesting to look back at the organization's roots and see that CSU faculty face the same threats of reduced funding and reorganization today as they did thirty-five years ago, but it may also be instructive.

In 1975, Public Act 75-566 was passed allowing state employees to bargaining collectively for their wages, hours and working conditions. Rescission of salary increases by gubernatorial fiat by then Governor Thomas Meskill, 500 State employee layoffs in late 1975 by then Governor Ella Grasso and proposed budget cuts that could damage the

Stronger Together

quality of public higher education were catalysts for forming the AAUP union at what was then Connecticut State College. At a panel in January 1976, professors stated that “dropping programs, limiting enrollments, inefficiency...are some of the results of budget restrictions imposed” (*Hartford Courant*, 1/23/76, p. 24) on public higher education over the course of the previous five years. Faculty were looking to better their situations and sought to work collectively to do so.

Biology Professor David Newton is credited with beginning the campaign to select AAUP as the exclusive bargaining agent for the faculty (including coaches who were then categorized as instructional faculty), counselors and librarians on the four campuses of the Connecticut State College System. Part-time faculty including coaches, counselors and librarians gained the right to participate in collective bargaining on March 9, 1983.

Another proposal that sprang from state budget problems in 1976 was to reduce bureaucracy among the higher education units. AAUP opposed this move and AAUP President Newton “asked the legislators for a two-year moratorium on any reorganization of the college boards” (*Hartford Courant*, 2/19/76, p.63) as it could have eliminated the board of trustees that the organization had just been authorized to negotiate a contract with.

Increasing tuition was also a headline grabber during 1976. Three students were arrested, including one from Eastern, during a protest at the State Capitol over increasing tuitions. The students argued that the costs of attending state institutions had tripled since 1970. Despite their protests, the House passed a thirty percent tuition hike at the Connecticut State Colleges (from \$300 to \$390 annually).

Although many things have changed and salaries and working conditions have improved significantly over the past 35 years, we will be facing many of the same funding and reorganization challenges once again this year. CSU-AAUP has played a major role over the years in protecting public higher education and the CSU System specifically, at the State Capitol, and in the press. It is only through

Stronger Together

collective action that we can hope to continue to defend ourselves against these threats. CSU-AAUP is aptly poised to continue to defend the rights of CSU faculty, librarians, coaches, and counselors and the integrity of our institutions as we move forward – stronger together. We are only as strong as our members. Please join us in celebrating our past and shaping a future for the CSU System so that we can continue to educate the future leaders of our State.

Council Notes

At its December 16, 2010 meeting, the CSU-AAUP Council:

- Voted to send up to 15 delegates to the Collective Bargaining Congress East Coast Regional Meeting
- Approved funding for an AAUP financial consultant to perform a six-year financial analysis of CSUS' audited financial documents
- Discussed the legislative reports that were released regarding CSU and how CSU-AAUP should respond

Have a question? Get the answer!

Call (860) 832-3790 or email us at AaupDistList@ccsu.edu