CSU-AAUP

ANNUAL REPORT

Achieving Our Goals

Academic Year 2006-2007
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2006-07 ACADEMIC YEAR
AT A GLANCE

- Negotiated a four-year Collective
  Bargaining Agreement, which includes one
  of the highest wage increases of any public
  employee union approved by the General
  Assembly this year
- Negotiated health care benefits for part-
  time faculty teaching more than nine (9)
  load credits at any state institution (CSU,
  Community Colleges, and UConn), paid by
  the State Comptroller’s Office
- Successfully advocated for over one million
  dollars in funding for additional full-time
  faculty and CSUS 2020, a building plan
  worth $950 million
- There were six grievances that went to Step
  3 (internal arbitration); two were settled,
  two were moved to Step 4 (outside
  arbitration), and two were denied at Step 3.
- Established the CSU-AAUP Blue Ribbon
  Committee in an effort to be more proactive
  in responding to recommendations
  regarding higher education financing,
  administration, governance, and
  organization
- Launched online voting for statewide and
  chapter CSU-AAUP elections
- Revamped CSU-AAUP website
  (www.ccsu.edu/aaup/csu) to make it more
  informative and user-friendly
- Sent over 100 participants to local and
  national conferences
LETTER FROM THE PRESIDENT

Dear Colleagues,

CSU-AAUP was able to achieve several long-term goals in 2006-07, and I want to commend the AAUP leaders on each campus and our dedicated staff for seeing these goals to fruition.

One of the biggest gains this past academic year was the approval of a new four-year contract, an endeavor that had taken more than a year of preparation. As is the case with any negotiation, we did not achieve everything we set out to accomplish, but our negotiating team was confident that we gained more through negotiations than we would have if we went to arbitration. In other words, this was the best attainable contract. Not only did the team negotiate one of the largest wage increases of any state employee union in the state last year, but the team made some significant gains for part-time faculty. In terms of job security, we achieved the possibility of multi-semester contracts for long-serving part-time faculty and the guarantee of a course cancellation fee if a course is cancelled within seven business days of the first day of classes.

Another long-term goal that CSU-AAUP has been working on for over two years is health care benefits for part-time faculty who teach more than nine load credits at multiple state institutions. CSU-AAUP and the State Employee Bargaining Agent Coalition (SEBAC) argued that individuals meeting these qualifications should be considered full-time state employees and the State Comptroller agreed. However, how these benefits would be paid for was the biggest challenge of the negotiations. SEBAC and CSU-AAUP wanted to make certain that part-time faculty who qualified for these benefits would not be denied courses because they could potentially be more expensive to hire. While it took many months of negotiation, it was finally agreed that the State Comptroller would pay for the benefits.

Finally, when union dues were increased in 2006, additional funding was put into a coordinated lobbying campaign and our investment paid off. The General Assembly awarded CSU over one million dollars in funding for additional full-time faculty. This money will pay for 23 full-time faculty positions, three of which the General Assembly dedicated to nursing faculty. Most important, we successfully lobbied the General Assembly for approval of the CSUS 2020 bonding plan, which will provide over $1 billion for new buildings and infrastructure renewal.

This report is intended to give you a more complete understanding of what CSU-AAUP accomplished on behalf of the membership during the previous academic year.

Sincerely,

[Signature]

Dave Walsh
CSU-AAUP President
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PATRICIA O’NEILL
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CINDY WHITE, CCSU-AAUP PRESIDENT
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CARYL SCHIFF-GREATOREX, CSU-AAUP Director of Member Services
ELISE SILKOWSKI, WCSU-AAUP Office Staff
The 2006-07 academic year was marked by a number of significant successes, several of which took years of planning and work, including negotiating health benefits for part-time faculty who teach full-time between their employment at CSU and other state institutions, negotiating a new four-year collective bargaining agreement, and achieving over one million dollars in funding from the state to hire additional full-time faculty.

In addition to the numerous accomplishments, CSU-AAUP continued to serve the membership by monitoring working conditions, protecting AAUP principles such as academic freedom and shared governance, administering the contract, providing training to members interested in serving the union, and planning strategically for the future.

**Contract Negotiations, Wages & Working Conditions**

One of the most important responsibilities of CSU-AAUP this previous year was negotiating a new contract with Management. CSU-AAUP surveyed the membership prior to negotiations, and the CSU-AAUP Council prioritized the results so that salary increases, workload relief, and improvement of the working conditions for part-time faculty were among the top priorities. Given the nature of negotiations, it is impossible to receive everything you desire, so CSU-AAUP was pleased that it made significant advances on two of the three priorities. The membership overwhelmingly approved the Contract by a vote of 821 to 86, which was later approved by the Board of Trustees and the General Assembly. The approved Contract covers the period from August 25, 2007 to August 25, 2011.

**Full-time Member Salary Increases.** CSU-AAUP made impressive gains in terms of salary increases. Increases for full-time faculty are structured differently than in the past. Increases are still applied to the full-time faculty payroll base so that individuals closer to the lower end of the salary range for each category (i.e., Instructor, Assistant Professor, Associate Professor, and Professor) receive larger increases than individuals at the upper end of the salary range. The logic behind this method is that it will move individuals through the salary range more quickly, so they are able to obtain the highest salary. There will be two increases each year to the full-time faculty payroll base for the life of the Contract: a 3% increase for first 13 pay periods and a 2.5% increase for 14th – 26th pay periods. In addition, there will be a 4.5% increase in summer session and intersession pay for each year of the life of the Contract. These increases were among the highest in the state compared to the other Connecticut state employee unions.

**Part-time Faculty Member Salary Increases & Working Conditions.** In a 2005 survey, CSU part-time faculty were asked what one thing they would change about CSU. Of the conditions of employment listed, 163 of the 497 respondents listed higher salary as their number one priority, followed by pro-rated health insurance, seniority rights, office/phone/computer rights, and sick leave. CSU-AAUP made significant gains on a number of these priorities. In the 2007-11 Contract, part-time faculty will receive a 4.5% across-the-board wage increase for each year of the life of the Contract. Summer session and Intersession pay will also increase 4.5% for each year of the life of the Contract. In terms of seniority rights and job security, CSU-AAUP was also able to make some progress through contract negotiations. It was agreed that part-time
faculty who have been employed in a department for ten consecutive semesters or have taught sixty credits are eligible for a multi-semester contract of up to two semesters. Additionally, the 2007-11 Contract calls for a course cancellation fee of $300 for part-time faculty members if their class is cancelled within seven business days prior to the beginning of the first day of classes.

However, one of the largest successes was in terms of health insurance. Over two years ago CSU-AAUP asked the State Employee Bargaining Agent Coalition (SEBAC) to file a grievance on behalf of part-time faculty who teach more than 9 credits at multiple state institutions. CSU-AAUP and SEBAC asserted that while these individuals are part-time employees at each individual university, they are full-time state employees and should receive health benefits. The state agreed with this assertion, but the bulk of the negotiations resulted from one central question: who is going to pay for these benefits? Many options were discussed and explored, but in the end, the Comptroller’s Office agreed to pay for the benefits out of its budget.

CSU-AAUP’s role in the negotiations was to ensure that the final agreement was the best possible settlement for part-time faculty. In collaboration with UConn-AAUP and the Congress of Connecticut Community Colleges (the 4Cs), CSU-AAUP made sure that all the healthcare plans available to full-time faculty were offered to part-time faculty. In addition, the unions negotiated in favor of a shorter waiting period at the beginning of the semester for part-time faculty who are continuously eligible for this benefit. The unions also made certain that the reimbursement check from the state would be tax-free and not included as income on W-2 forms.

There is one new element of this benefit - retiree healthcare - on which we have reached a tentative agreement, pending approval by SEBAC leadership. In order to retire under the State Employees Retirement System, one has to meet the minimum age requirement [age 62] with either 10 years of state service (deferred retirement) or 5 years of state service (if one goes directly into retirement); the same requirements apply to receive healthcare benefits in retirement. Under the proposed language, if a part-time faculty member teaches nine or more load credits a semester across any of the public systems of higher education, they will be eligible to receive healthcare in retirement, provided that they meet the age and service requirements and that they were enrolled in a state retirement plan during those years of service. This agreement is retroactive, so any semester where one has taught nine or more load credits a semester at state institutions will count towards retirement. The ten years do not have to be consecutive, but the total service requirement is ten or more years. Also, one does not need to take advantage of the new healthcare benefit in order to receive health benefits from the state in retirement. One only has to be entitled to receive healthcare as an active faculty member to be eligible for retiree healthcare, provided they meet the age and service requirements and are enrolled in a state retirement plan. This agreement was still pending SEBAC approval at the date of printing.
**Athletic Coaches and Non-Instructional Athletic Trainers.** A new rank of Coach A was established in the 2007-11 Contract for coaches who have an earned bachelor’s degree and have less than two years of appropriate professional level experience. The salary for the Coach A rank is 80% of the Instructor rank salary. Management’s stated purpose for the creation of this new rank is to be able to convert some part-time coaching positions into full-time in order to comply with the Fair Labor Standards Act. An added benefit is the provision of full benefits to this category of employee.

**Workload Relief.** CSU-AAUP made some progress in terms of workload relief during contract negotiations. CSU-AAUP and Management agreed to an approximate 20% increase in the minimum allocation of reassigned time for research per semester, increasing from a total of 246 to 295 credits.

In addition, there was a new category created for reassigned time for curriculum development, faculty development and instructional enhancement. The categories are defined as follows:

- **Faculty Development** – workshops, symposia, conferences, acquiring new skills related to discipline or necessary for new technology, licensing, or certification.

- **Curriculum** – academic program review, curriculum revision (majors and courses), work on interdisciplinary programs, creation of new courses, program academic development, transition of curriculum to new technologies, workshops on instructional matters (internal), or program accreditation.

- **Instructional Enhancement** – theatre/show/radio station/planetarium/studio/weather center direction; team teaching coordination; publication editing; honors program direction; academic program/center/institute direction and coordination; grants coordination; field experience coordination; advisement center direction; Graduate Council supervision; coordination of majors, adaptive technology supervision; coordination of student teaching supervision; or academic grant development or administration.

The minimum allocations of this new reassigned time per semester are as follows: 132 for CCSU and SCSU, 64 for ECSU, and 87 for WCSU, totaling 415. Administrations previously allocated reassigned time for these activities, but it was not contractually mandated, nor were minimums defined. CSU-AAUP will continue to work on improving faculty workload, including conducting a workload study to determine how much time faculty spend on instruction, department work, and university and public service activities. Management and AAUP also agreed to appoint a Committee in 2009 to study the use of the newly developed category of reassigned time and issue a report to the Chancellor of CSUS and the President of CSU-AAUP based on the findings.

**Grievances & Assisting Members**

**Promotion & Tenure Grievances.** CCSU-AAUP filed a chapter grievance and agreed to a settlement in which President Miller would reconsider his decisions and continue dialogue with faculty regarding the administration’s expectations for promotion and tenure. President Miller completed his re-review and
overturned one of his decisions but affirmed his decisions on the three other faculty members, who then filed individual complaints with the Connecticut Commission on Human Rights and Opportunities (CHRO). In addition, the chapter filed an unfair labor practice with the State’s Labor Board charging that the administration failed to comply with the terms of the grievance settlement by permitting a review at a level other than that of the President. There was a preliminary conference for the unfair labor practice complaint in December 2006, after which the Assistant Labor Board Agent recommended a full Labor Board hearing, which is pending.

The CHRO complaint is awaiting a fact-finding hearing after which a decision will be made by the CHRO Fact Finder whether or not the case has sufficient merit to be recommended for a full hearing. Approximately 2,000 CHRO complaints are filed each year and of those, approximately 400 are found to have merit. During Fiscal year 2006-07, 400 cases were held over after fact finding; 300 were granted a release of jurisdiction and only 57 were held over for a full Commission hearing. The purpose of the conference is to obtain information from the parties and their witnesses. The CHRO investigator does so by questioning the parties and witnesses and by reviewing documents produced at the fact-finding conference.

After the investigator completes the investigation, he/she prepares a draft finding of “Reasonable Cause” or “No Reasonable Cause” to share with the parties. The parties then have 15 days to comment on the draft. The investigator will review the parties’ comments with his/her manager and determine if further inquiry is necessary. If not, the investigator issues his/her findings.

The investigator will attempt to broker a settlement between the parties. If this proves unsuccessful, the case will be certified to the Office of Public Hearings. If the investigator finds that there is No Reasonable Cause, the complaint is dismissed. After dismissal, the complainant may (within 15 days of the date of notice) request reconsideration from the Commission, or alternatively, may appeal to the Superior Court, as provided by the applicable statutes.

SCSU-AAUP filed a chapter grievance on behalf of all members who were recommended for promotion or tenure by the P&T Committee but were not granted promotion or tenure by the President. The grievance argued that the President evaluated the affected members on different criteria than those stated in the contract. The chapter also filed an individual grievance on behalf of a member who was denied tenure by the President, but who was promoted by the same president the previous year. SCSU-AAUP and Management were not able to come to an agreement on either grievance at the Step 2 hearing, so it moved forward to internal arbitration (Step 3). The Grievance Arbitration Committee at Step 3 determined that there was no violation in the case of the chapter grievance. The Committee did not resolve the individual grievance and it was appealed to outside arbitration (Step 4). A decision was recently rendered in favor of the Administration. AAUP has several concerns about this recent decision. In her decision, the arbitrator did not address the significant change of the President’s opinion from one year to another, nor does the arbitrator address whether there is a duty for the employer to tell an employee that they are not meeting expected standards of performance.

Leaders from CSU-AAUP and SCSU-AAUP have met with President Norton to discuss the decision and
what can be done to avoid a similar situation in the future. Denial on penultimate tenure should not be the first warning that a faculty member is given that they are not meeting the President’s expected standards.

However, since these decisions were made in spring 2006, there have been changes in the promotion and tenure process. For each CSU campus with the exception of Eastern, the Provost makes the recommendation to the Board for promotion and tenure unless s/he disagrees with two of the three evaluative entities and denies tenure in the penultimate year of service, in which case the decision will be automatically appealed to the President.

**Other grievances.** SCSU-AAUP filed a grievance in regards to the Provost’s decision to award a graduate degree, without consulting the department, to a student that the department never accepted into its graduate program. Currently this grievance is awaiting a decision at Step 2.

Several grievances have also been filed by SCSU-AAUP regarding the refusal of the University Diversity and Equity Programs Office to follow Appendix F (Affirmative Action, Non-Discrimination Complaint Procedure Elements) in the CSU-AAUP/BOT Contract or its own discrimination or sexual harassment procedures when investigating complaints involving faculty members. This grievance is awaiting a decision at Step 2.

**Assisting Members.** In addition to filing formal grievances, CSU-AAUP officers and staff regularly assist members with a wide variety of personnel and working condition issues that arise on a daily basis. These include providing information, making inquiries on behalf of members to management, attending meetings between members and administrators, and intervening/mediating on members’ behalves with their colleagues. Such issues range from the simple to the complex, most of which are successfully resolved but occasionally result in the filing of a formal grievance. An example is the **ECSU Maternity Leave policy**. Recognizing that fewer female faculty members are being tenured and/or promoted to full professor and that childbearing may be one possible reason, Professor Ann Higginbotham, ECSU-AAUP Secretary and Chair of National AAUP Committee on Women in the Academic Profession, worked with the Human Resources Office at ECSU to more clearly articulate the procedures regarding maternity leave. There are many considerations that can affect the length of the leave as well as how the leave will affect the department and students. The new procedures allow for individualization of maternity leave. It encourages pregnant faculty members to work out a plan with their department chair and dean so that it suits the interests of the faculty member, the department, and the students. This new policy has been sent to the Human Resources offices on each campus.
**Academic Freedom & Shared Governance**

One of the most important responsibilities of CSU-AAUP is to protect the academic rights of faculty with respect to academic freedom and shared governance.

**Academic Freedom.** AAUP’s “1940 Statement on Academic Freedom and Tenure” states that "institutions of higher education are conducted for the common good and not to further the interest of either the individual teacher or the institution as a whole. The common good depends upon the free search for truth and its free exposition." To this end, CSU-AAUP monitors threats to academic freedom both on our campuses and at the state level. For example, newly expanded state ethics laws could limit the rights of faculty working at public institutions to enter into consulting agreements or engage in research projects with public or private entities. CSU-AAUP and our lobbying firm, Betty Gallo & Company, carefully monitored SB1315, *An Act Concerning the Faculty at Public Institutions of Higher Education and Revisions to Various Higher Education Statutes*, which created a more flexible policy for state university and college faculty. The bill passed and was signed by the Governor. CSU-AAUP also worked with the CSU Administration to develop clear and fair compliance procedures in the case of several statutes.

There were also several bills introduced regarding textbooks. HB5145, *An Act Prohibiting Textbook Bundling*, would have prohibited faculty member from requiring students to purchase items that accompany textbooks, such as compact discs or workbooks. In addition, HB6885, *An Act Concerning an Evaluation of Certain Laws and Policies Concerning the Sale and Purchase of College Textbooks*, would have required the Department of Higher Education to monitor disclosure by publishers of information concerning textbook prices and the history of revisions of textbooks to prospective faculty purchasers, as well as the use of financial aid to purchase textbooks. CSU-AAUP testified against this legislation and both bills died in Committee.

**Shared Governance.** CSU-AAUP hosted a conference in April with the purpose of exploring how we can strengthen shared governance at CSU. The conference brought together some of the key players in shared governance in our university system, including three of the four university presidents, a provost, a dean, two faculty senate presidents and other senate leaders, department chairs, AAUP leaders and council representatives, and other members. Ernst Benjamin, Executive Director of National AAUP, served as keynote speaker, highlighting passages from the Association’s 1966 Statement on Government of Colleges and Universities and discussing the importance of shared governance today. One of the most important discussions at the conference involved System Office decisions. Managerial decisions may affect all CSU faculty, yet there is often no mechanism for faculty to offer input in the decision-making process. To that regard, the lunchtime speakers, Karen Markhoe and Joseph Flynn of the SUNY System explained how the system-wide Senate at SUNY operates. Following the conference, the Senate Presidents at CSU discussed arranging a meeting to explore the possibility of creating a process for faculty to consider and review System Office matters. While a process has not been articulated as of yet, there has been progress on this matter. When the General Assembly passed legislation, requiring CSU to create a plan to work towards “common course numbering” across the four universities, Chancellor Carter referred the matter to a committee comprised of members of all four faculty senates.
Lobbying & Government Relations

Building relationships with members of the General Assembly is an essential activity for any organization that relies on state funding. As a public university system, the amount of state funding allocated to CSU is crucial in order to keep the cost of tuition affordable to our students, to hire new faculty, and to develop and strengthen our academic programs. CSU-AAUP employs the lobbying firm of Betty Gallo & Company to monitor the General Assembly’s activities; to lobby both individually and collectively with other bargaining agents in SEBAC to improve benefits such as salaries, health care and retirement; and to organize and encourage AAUP members to contact their legislators on issues that will directly affect them. CSU-AAUP and the System Office also lobby together on common priorities.

Over one million dollars in funding for full-time faculty at CSUS. CSU-AAUP’s lobbying efforts over the previous three years have primarily focused on obtaining dedicated funding for additional full-time faculty. Our efforts paid off this session: the Legislature and Governor approved $1,000,000 in funding, excluding fringe benefits, for twenty new full-time faculty and $195,000 in funding, also excluding fringe benefits, for three nursing faculty. One of the nursing positions will be at Western and two at Southern. The rest of the funding will be allocated as follows:

- Central Connecticut State University will receive six new faculty members, in secondary education mathematics, computer electronics, secondary education biology, engineering technology/manufacturing, nursing and mechanical engineering.
- Eastern Connecticut State University will receive five, in biology, biochemistry, psychology, infant/toddler education and early childhood education.
- Southern Connecticut State University will receive five, in nursing, communications disorders, English, mathematics and chemistry.
- Western Connecticut State University will receive four, in justice and law administration, mathematics, communication and management.

Over one billion dollars in the state’s bonding package. While the CSU Administration was the main proponent of this funding, CSU-AAUP assisted in its passage by submitting an editorial to the Hartford Courant in support of the funding, meeting with legislators who were opposed to the bill, and encouraging our members to write to their legislators. This funding will go a long way towards improving our working conditions and our students’ learning conditions. The final bonding package that was approved by the General Assembly includes $950 million for “CSUS 2020” over the next ten years and $80 million which was released immediately to the System.

CSUS Day at the State Capitol. On March 29, over 100 CSU-AAUP faculty, staff, students, administrators, and alumni participated in CSUS Day at the Capitol. The main goal of CSUS Day was to increase awareness of the role that CSU plays in Connecticut’s economy, as well as to emphasize the need for additional full-time faculty and an adequate current services budget. CSU-AAUP hosted a legislative breakfast with SUOAF-AFSCME, at which Denise Merrill, House chair of the Appropriations Committee, addressed the
participants. An afternoon reception honoring legislators who attended CSUS as students was also co-sponsored by CSU-AAUP, SUOAF-AFSCME, the CSUS Foundation, and the CSU System Office.

Advocating together, the System Office and the unions were able to generate more participation and support for our joint priorities. CSU-AAUP arranged for faculty and SUOAF members to meet with legislators and legislative staff between the breakfast and afternoon reception. The System Office arranged for each university to have a staffed display table in the Legislative Office Building and a CSUS Legislator Yearbook, which was designed to build camaraderie and support for CSUS among legislators that attended a CSU institution.

**Passage of the CSU-AAUP/BOT 2007-2011 Collective Bargaining Agreement.** The 2007-2011 Contract was overwhelmingly approved by the CSU-AAUP membership by a total vote of 821 to 86. The CSUS Board of Trustees unanimously ratified the Contract on February 9, 2007 and it was submitted to the General Assembly later that day. According to law, if the General Assembly fails to act on a collective bargaining agreement within thirty days of filing with the Clerk’s Office, it is automatically approved. The thirty-day period officially ended Monday, March 12, 2007 without legislative action and therefore our contract passed.

**Public Relations Campaign.** With the assistance of Elkinson & Sloves in Farmington, CT, the CSU-AAUP Public Relations Committee designed a paid editorial campaign to increase the visibility and reputation of the CSU System and emphasize the need for additional full-time faculty. The campaign was targeted at state legislators and featured editorials written and signed by prominent alumni and political leaders, including Congressman John Larson. The campaign was part of the multi-faceted approach to lobbying that persuaded the State to award the CSU System over one million dollars for additional full-time faculty.

**CSU–AAUP Blue Ribbon Committee.** CSU-AAUP received an overwhelming response from its membership when it asked for volunteers to analyze and respond to approximately one dozen state and national reports regarding higher education that had been issued in the last few years. The Committee is in the process of writing working papers, with the goal of finalizing a report soon. The Committee Chairs, Arlene Bielefield (SCSU) and Russ Gladstone (WCSU), also hope that Committee members will become advocates who can testify in support of, or in opposition to, proposed legislation that draws on the national reports the committee is analyzing. The review of one report in particular, *New England 2020*, which suggests that Connecticut will experience a significant shortage of educated workers entering the workforce by the year 2020, was an important tool in CSU-AAUP’s lobbying campaign this previous session. In addition, President David Walsh hopes that this Committee will be an important voice as the newly formed “Commission on a Strategic Master Plan for Higher Education in Connecticut” begins its work.

**Faculty Advocates.** More faculty were involved in CSU-AAUP’s lobbying efforts this legislative session. Several faculty members submitted written testimony in support of funding for additional full-time faculty and four faculty members testified in person. In addition, CSU-AAUP leadership was accompanied by faculty members to each meeting with legislative leaders. As in years past, many members responded to our action alerts. CSU-AAUP plans to train and involve more faculty members during the 2007-08 academic year to become involved in advocating for our legislative priorities.
**Training & Conferences**

In addition to hosting its own events, CSU-AAUP often sponsors members’ attendance at training sessions hosted by National AAUP and other higher education coalitions. The organization encourages its members to take advantage of opportunities to educate themselves on how to best advocate for themselves and their colleagues. Over 100 CSU-AAUP participants attended these valuable workshops and conferences.

**Local Conferences & Workshops.** As already mentioned, CSU-AAUP hosted a conference on shared governance (see page 11).

Since Campus Equity Week (CEW) was first organized in 2001, the Connecticut State University American Association of University Professors (CSU-AAUP) and its individual campus chapters have sponsored a variety of activities and events to raise awareness of the problems and working conditions facing part-time faculty in academia. As a kickoff to CEW 2007, CSU-AAUP hosted a conference entitled “Equity Through Unity” on October 27. The conference was designed to bring together part-time and full-time faculty to explore how they could collectively challenge inadequate professional and physical working conditions at their institutions. Participants heard about several approaches to grassroots organizing by keynote speaker Rich Moser (Rutgers AAUP-AFT) and attended two workshops. Overall, the conference proved to be an excellent learning and networking experience for all attendees.

Betty Gallo & Company, CSU-AAUP’s lobbying firm, hosted its annual Connecticut Lobbying Conference, where experts taught participants the fundamentals of lobbying and the legislative process. Small group workshops led by legislators also provided participants with practical skills, such as how to influence the budgetary process or testify at public hearings. All of this is crucial knowledge for successful lobbying. Betty Gallo & Company also arranged for Rep. Bryan Hurlburt to lead a “tips for successful lobbying” training session as part of CSUS Day at the Capitol.

The spring meeting of the Connecticut State Conference-AAUP featured Denise Merrill, House Chair of the Appropriations Committee, who has been active in education and higher education issues throughout her career. As House Chair of Appropriations, Representative Merrill provided her perspective on the ongoing state budget negotiations.

**National Conferences & Training.** One of the most important training sessions that CSU-AAUP members attend is the National AAUP Summer Institute. The goal of the four-day conference is to provide participants the opportunity to strengthen their strategic planning skills, enhance their knowledge, and network with fellow AAUP members. Practical skills, such as how to represent a grievant or negotiate a contract, are emphasized in great depth. Over twenty-five workshops were featured at July’s Summer Institute at the University of Nevada at Reno. 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.

The National AAUP 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. Members of the Collective Bargaining Congress present at the Annual Meeting and its semiannual Meeting in December are asked to vote on procedural and substantive matters, including electing new officers. Active members present at the Annual Meeting decide issues relating to the imposition and removal of censure, amendments to the AAUP’s Constitution, and the expression of the views of the Association on various professional matters. Through its participation, CSU-AAUP maintains its influence within the national organization.

Delegates to the Ninety-third Annual Meeting of the American Association of University Professors voted on June 9 to place four New Orleans universities on its list of censured administrations, as a result of actions each university had taken in the aftermath of Hurricane Katrina. “An AAUP Special Committee on Hurricane Katrina and New Orleans Universities found that there was ‘nearly universal departure from (or in some cases complete abandonment of) personnel and other policies’ by five New Orleans institutions—the Louisiana State University Health Sciences Center, the University of New Orleans, Southern University at New Orleans, Loyola University of New Orleans, and Tulane University—as they contended with the disaster that befell the city and its universities.

The report identifies several specific areas of widespread dereliction:

- The number of faculty terminations “exceeded the inescapable or minimal needs of the institution, sometimes substantially.”
- The notice and timing of personnel actions “also failed to meet AAUP standards and created needless, even at times unconscionable, uncertainty.”
- Alternative placement of affected faculty “universally fell below AAUP standards, but also fell short of the institutions’ apparent capacity to mitigate the harshest effects of inevitable personnel reductions.”
- The opportunity for internal review of adverse judgments “failed to meet most accepted standards of due process as well as the institutions’ own established review procedures.”
- Faculty tenure (which all these institutions had previously recognized and by and large respected) “received far less deference than AAUP policy and prior practice [on these campuses] would have required” (www.aaup.org).

Committee A on Academic Freedom and Tenure recommended that the case of Louisiana State University Health Sciences Center be tabled until the 2008 Annual Meeting.
The Field Staff Association, which was created in 1986 to promote the interests of field staff through training, development and networking, also meets in correlation with the Annual Meeting in June. The meetings are a valuable tool for staff, who share experiences and receive advice from one another. At this year’s meeting, elections were held and three CSU-AAUP staff members won positions on the Executive Committee. Caryl Schiff-Greatorex (Director of Member Services) was elected President, Linda Cunningham (SCSU-AAUP Member Services Coordinator) was elected Secretary, and Ellen Benson (Communication & Research Associate) was appointed as Information Coordinator.

The Conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions is held each Spring at Hunter College in New York City. Nationally and internationally prominent academics, labor leaders, and management officials present recent research on contract bargaining. The National Center describes its mission as follows: “providing scholars, labor, and management practitioners the finest research in higher education collective bargaining and is the only research center of its kind in the United States, specializing in gathering and publishing important information and analyses about labor-management relations at the academy and in other contexts in which professionals are employed.” This conference is unique in that it provides both labor and management views on issues facing higher education and suggests how the two sides may be able to reach mutually successful resolutions of these issues.

The April 2007 Conference focused on the struggle for resources facing public colleges and universities. Public financial support has significantly eroded and the only way to reverse the trend is for labor and management to work together to educate state legislatures about their institutions. The nearly 200 conference attendees were able to choose from a wide variety of workshops, including Pensions in Crisis, Striving Towards Family-friendly Contracts, and Revitalizing Research.

The National Conference of State Legislatures (NCSL) brings together state legislators from across the nation with representatives of business, unions and non-profits to discuss public policy issues from the perspective of state government. In higher education, legislators are faced with new challenges regarding funding, access, and accountability. CSU-AAUP was represented at the August 2007 meeting by its president, David Walsh, who found the proceedings to be extremely valuable as a means of anticipating national trends in higher education, as well as issues likely to arise in the Connecticut General Assembly.

The 2007 conference took place in Boston, Massachusetts and once again, higher education had a prominent place on the organization’s agenda; the entire plenary session on the first day of the conference was devoted to the topic of “transforming higher education”. As in the recent past, business-oriented and conservative organizations pressed the case for the need to reexamine the entire higher education system in the US, with a special emphasis on public universities which are directly subject to control by state legislatures.

Major reports were made by the National Association of Manufacturers (NAM), the National Center for Public Policy and Higher Education, and by President Hank Brown of the University of Colorado (yes, the same Hank Brown who announced the decision to fire Professor Ward Churchill). Spokesmen for these
groups stressed the need for new pedagogy, curriculum changes suggested by business and industry, and increased “flexibility in the higher education workforce”. For example, in the area of curriculum, speakers advocated a greater emphasis on science and technology and possibly the development of a new degree, a Bachelor of Science degree in (individual discipline) for Industry, which could be achieved with fewer general education requirements. In addition, university professors would be expected to teach twelve months of the year, including the entire summer, to facilitate greater utilization of buildings and equipment.

It was clear that these groups and the foundations which are funding some of their projects (Lumina Foundation, the Ford Foundation, and the Pew Charitable Trust) are attempting to duplicate the process by which No Child Left Behind was imposed on the K-12 community. In the face of this challenge we must all work to defend the autonomy of the university from forces that would transform it into a public vocational school. Fortunately, the reception to the above proposals was mixed, and it is clear that the support levels for radical transformation will be mediated by each state’s unique political culture.

Denise Merrill, Chair of the Appropriations Committee in the Connecticut General Assembly and one of the top legislative experts on higher education in the NCSL, made serious efforts in two long conversations with President Walsh to reassure him that no such sweeping changes are under consideration in Connecticut. In her words, “Connecticut’s higher education system is not broken and generally performs well; strategic planning for higher education in the state should be largely limited to a discussion of the achievement gap between minority/urban students and those of the general population, especially students in suburban schools.”

Relations with National AAUP

As one of the largest chapters within AAUP, CSU-AAUP maintains its influence within the national organization by attending association meetings, inviting national leaders to speak with the local chapters, and electing representatives from CSUS to sit on National AAUP governing bodies. Arlene Bielefield, CSU-AAUP Vice President (SCSU, Library Science), sits on the National AAUP Council as a representative for the states of Connecticut, New Hampshire, and Vermont. Ann Higginbotham (ECSU, History) is the chair of the Committee on Women in the Academic Profession and Vijay Nair (WCSU, Library) is a member of the Committee on Academic Professionals.

National AAUP President Visits Connecticut & Restructuring. Cary Nelson, National AAUP President, visited Connecticut in March 2007 to meet with leaders from CSU-AAUP and UConn-AAUP. Both chapters had concerns about National AAUP’s handling of some matters, including the relative secrecy surrounding a plan to restructure the organization. President Nelson was very responsive to those concerns and since has widely announced the plans to restructure the AAUP into three separate, but related, entities. The rationale for this separation is tax-related. Due to the AAUP’s tax status as a 501(c)3 public charity, the organization must operate exclusively for educational purposes. However, this classification limits the activities the Association can engage in, including political action and lobbying. The proposed restructuring would separate the AAUP into three organizations: the AAUP (advocacy organization), the AAUP Foundation, and the AAUP-CBC (Collective Bargaining Congress). All current members of AAUP would
continue to be members of the AAUP (advocacy organization) and unions would also belong to the AAUP-CBC.

CSU-AAUP sent 16 representatives to the CBC meeting on November 30 and December 1, 2007 which discussed what restructuring would mean for the organization. According to Cary Nelson, AAUP President, restructuring would help to strengthen collective bargaining for the local chapters. Educational resources could be available through the organization’s website. The organization would be able to lobby in support of or against legislation as well as establish a strike fund.

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

**Internal Improvements**

**Electronic Voting.** The CSU-AAUP Council moved to an electronic voting system in 2007 in hopes of increasing voter participation. The union received mostly positive comments about the switch to online voting, many indicating it was the first time they were voting. However, there were some concerns about using the state employee number as the password. Many members indicated this was not a password they could easily locate or remember. The Elections/Nominating Committee will take all these comments into consideration when planning future elections. Voter participation did increase slightly for statewide elections and significantly in the case of some local elections.

**Improved CSU-AAUP Website.** CSU-AAUP redesigned its website, located at www.ccsu.edu/aaup/csu, to make it more user-friendly, informative, and visually attractive. In addition, during contract negotiations, the website served as the central location for information, including AAUP and Management’s contract proposals so that members could easily access this information.

**Member Benefits**

The CSU-AAUP is both the collective bargaining agent that negotiates the wages and working conditions for our members, and a professional organization that works to advance academic freedom and shared governance, among other issues in higher education. At the time of hire, all full and part-time teaching faculty, counselors, librarians and coaches automatically become members of the CSU-AAUP bargaining unit, but if you are interested in becoming an active member of the AAUP, the professional organization, at no extra cost, please fill out the membership form on our website, www.ccsu.edu/aaup/csu.

**Benefits available to members only include:**

**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. Own academic regalia, tailored to personal measurements, and wear it with pride.

**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.

**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. Book online or over the phone.

**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.

**Insurance and Other Benefits.** Automobile and Homeowners Insurance Plans are available to CSU-AAUP members through the Met-Pay plan with payroll deduction or Liberty Mutual’s Group Savings Plan Plus. Other benefits are available through National AAUP such as Professional Liability Insurance, Accident Insurance, Group Term Life Insurance and more. To learn more about these benefits, please contact National AAUP at 1-800-424-2973.

**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.

**Tires.** Town Fair Tire offers a 5% discount off their guaranteed lowest advertised price on all new tires at all 59 locations in CT, MA and RI. A preferred customer card, which can be obtained at the AAUP office, also entitles members to the following services for free: flat repair, rotation, snow tire changeover, centerline alignment with the purchase of 4 tires and mounting.

**Universal Studios.** As a Universal Orlando Fan Club member, members can enjoy special admission prices and restaurant discounts at Universal Orlando, Universal Studios Hollywood and Wet ‘n Wild Orlando, as well as discounts on hotel room rates, merchandise, and tours.

**Voting Privileges.** Only active members are allowed to vote in chapter and statewide AAUP elections, as well as run for office.

**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.

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