State University Faculties Have a Contract

Laid-Off Union Members Returning to Work, Notices Being Rescinded as Legislature Approves Agreements

On August 30 the Connecticut General Assembly ratified the revised State Employees Bargaining Agent Coalition 2011 agreement and companion bargaining unit contracts with the expiration of the review period. Legislative approval means that the job-security provisions for the 32 out of 34 bargaining units that ratified their companion agreements are now in force. Laid-off permanent employees in those units should have already received letters from their agencies returning them to work on September 1. Additionally, permanent employees who had received layoff notices are in the process of receiving letters having them rescinded.

The General Assembly’s ratification marks the end of a long process and a suspenseful summer. After many months of negotiations, time seemed to be running out in May. On May 10 SEBAC issued a statement resolving to continue meeting with the Malloy administration for at least one more day despite the fact that the governor had indicated layoff notices would commence: “The discussions have been extraordinarily complex and demand our continued efforts to find mutual resolution. SEBAC is disappointed the administration has decided to begin issuing layoff notices. We have said time and again that laying off workers, whether in the public or private sector, and slashing vital public services will prove disastrous to our shared goal of creating jobs and reducing the budget deficit.”

Shortly thereafter, a “Framework for Agreement” was reached between SEBAC and Governor Malloy’s representatives; the language of the actual agreement was still being worked on. The agreement would be subject to a ratification vote by the membership of all fifteen SEBAC unions, including CSU-AAUP.

In a letter to the membership, CSU-AAUP President Vijay Nair wrote, “Given what has happened in many states including California, Wisconsin, New Jersey, Ohio, and Michigan, and the more than $3 billion budget deficit...”

Connecticut Congressman Wins Coveted Yost Award

Presentation and Reception Scheduled at UConn

Representative Joe Courtney (D-CT), of Connecticut’s 2nd Congressional District, was chosen as the recipient of the 2011 Henry T. Yost Congressional Recognition Award, given annually to a member of Congress “who has championed the causes of higher education.” He was nominated for the award by Irene Mulvey, President of the Connecticut Conference, AAUP.

The Connecticut Conference will sponsor a reception on October 21 in Rep. Courtney’s honor, to be hosted by the University of Connecticut chapter, 3:00–5:00, at the UConn-AAUP

What’s Inside

CSC-AAUP On the Road……………………………………….3
Spring Meeting…………………………………………….4
Repeal Vote Slated in Ohio……………………………..5
MLA on Contingent Faculty……………………………….6
Annual Meeting…………………………………………..7
ECSU Summers in Turkey…………………………………8
National News……………………………………………..9

Notes from the Conference Executive Committee:

In memoriam Robert Bard

We are grieved to have to inform our colleagues of the death of Robert Bard, Professor Emeritus of the University of Connecticut School of Law, on July 10, 2011, at his home in West Hartford, Connecticut, from complications of chronic kidney disease. This and other illnesses had left him wheelchair-bound for the last seven years of his life, but he continued to be engaged in AAUP issues and activities until the last few months.

Writing for the Conference Executive Committee, Ruth Anne Baumgartner said this: “When there was a perceived violation of academic freedom or tenure, the person we all called was Bob Bard. There he was, with his passion, his anger, his clear thinking, and his laser-focused response. His air of bonhomie was genuine, as many of us in Connecticut and in national AAUP can attest from experience; but his intellect was always working, and with the best nature possible he still could put miscreants in their place. He believed in fighting for academic freedom, due process, and tenure by whatever means would get the job done; if collegiality and negotiation didn’t work he was ready to take the gloves off and go to court, where the arguments he and his chosen colleagues made usually prevailed.

“Bob’s relationship with AAUP was something like a marriage—sometimes stormy, always committed, in sickness and in health. That death has in fact parted them at last does not dim his legacy of good faith for a good fight in a good cause.”

In March of 1993, Prof. Bard appeared on Metroline, a cable news-talk show, as a participant in a discussion regarding the re-accreditation of the University of Bridgeport after a branch of the Rev. Sun Myung Moon’s Unification organization had received control of the institution in exchange for a large infusion of money. Bard is clear and eloquent on the subjects of academic freedom, the purposes of a university, and the AAUP. You can see him in the arguments he and his chosen colleagues made usually prevailed.

A memorial service will be held on Saturday, September 10, at 4 p.m. at UConn Law School. The service, and reception afterward, will be in the Reading Room in Starr Hall.

Prof. Bard’s obituary outlines his many achievements in the classroom, the courtroom, publishing, and higher-education advocacy.

His influence will continue to be felt in Connecticut through the Bard Fund (see p. 8).
Editorial: Some Summer Thoughts

This summer I had the good fortune to participate in a conference on innovative pedagogy and course redesign, held at the Center for Academic Excellence at Fairfield University. The presentations were all thought-provoking and fresh, and I felt suitably energized. But as we gathered for the closing discussion, a couple of comments that had been made in passing came crashing together for me.

One of the presenters had spoken generally on the subject of change and experimentation in the classroom, and considered the relative merits of gradual and dramatic change. An Assistant Professor, she admitted a certain reluctance to try anything too extreme, explaining with a smile, “You need the tenure…” Appreciative chuckles all around.

In another session, the presenters were describing a multi-year collaborative course innovation the level and audience of which had differed from the first year to the second. They noted that they hadn't felt that first version had been as satisfying as the first, for them or for the students, and outlined some ideas they planned to pursue “next time.”

And there I sat, also encouraged by “my” institutions to innovate, to experiment, but as a part-time employee neither possessing the tenure that would support my failures as well as my successes and grant me a future for my experiments, nor even looking forward to a time when I would have it. (I can only look back to the tenured position I lost in the UB strike of 1990-92 and reminisce about the interesting things I did with my students, courses, and my program, so confident in what turned out to have been a fool’s paradise.) So I felt obliged to bring a dour note into the very upbeat closing discussion: I said if an institution or program wanted innovation from its faculty its responsibility was to support those efforts, particularly for faculty who had no job security, by not holding unsuccessful experiments against them.

This is one of the expenses we don’t count, I think, when the budgets are being drawn up and the low-cost at-will part-time faculty are assisting that bottom line and guaranteeing “flexibility.” As their fields change around them and they try to remain current not only with the knowledge but also with pedagogical theory and practice, and try to respond collaboratively to departmental initiatives, they are also repeatedly reminded that the institution makes them no promises, offers them nothing, and will not hesitate to replace them if they fail to please their students. New at one of my places of employment is a requirement that part-time faculty apply for their jobs every semester (the application also notes that the employment is for one term only).

A Note from the President:

Irene T. Mulvey, Mathematics, Fairfield University

Greetings to all!

Now that another summer has flown by, I can’t help but recall the feelings of anticipation I had last May. How I look forward to our summer “vacation” from academic year duties! Ah, June! Time to relax, unwind, gear up for all sorts of activities I didn’t have time for during the busy academic year. Just imagine how productive we’ll all be! Just imagine the projects—short term and long term—that we’ll tackle! Before you know it, we’ll be completing all sorts of things we’ve been meaning to get to since who-knows-when.

Where do these unrealistic expectations come from? I don’t know about you, but I’ve been behind on almost everything and it’s pushing September as I write. And yet, I can find both eternal optimism and determined realism in that approach to summer. Why not anticipate unprecedented productivity? Why not anticipate a breakthrough in work, in pedagogy, in anything, and work towards it when the feeling is there, then, why not spend a day catching up on something completely different, let everything else go for a bit?

Earlier this summer, we learned that Professor Robert Bard, our friend, colleague, and long-time state conference Committee A chair, passed away. We have more to say on Prof. Bard elsewhere in this issue, but let me just express my profound gratitude to Bob, with whom I had the pleasure of working for only these last four years. Bob Bard worked tirelessly and relentlessly for genuine academic freedom.

VANGUARD

A publication of the Connecticut State Conference of the American Association of University Professors, Inc., which is distributed to Conference members and liaisons.

The masthead, you’ll see the new state AAUP logo. It’s the color National has as possible would start using the new logos. And because of the limitations for genuine academic freedom.

If you look at the outline of the state of Connecticut in the Vanguard masthead, you’ll see the new state AAUP logo. Red is the color National has chosen. In print issues it will go to black, since our masthead color is usually blue. — Ed.

Editorial Committee

Ruth Anne Baumgartner—Chair, Editorial and Vanguard Submissions; President, University of Bridgeport

Karen Egan—Book Review Editor, Vanguard and Western Connecticut State University

Karen Egan—Book Review Editor, Vanguard and Western Connecticut State University

Al Kolodiej—Production Assistant.

Assistant to the President

Vanguard: A publication of the Connecticut State Conference of the American Association of University Professors, Inc., which is distributed to Conference members and liaisons. It is not intended to reflect the positions of National AAUP or any other organization. Articles or letters for publication may be sent to the Conference office. The Editorial Committee reserves the right to edit submissions but will not make substantial changes without consultation with the author. Submissions are always welcome and may be addressed to the Conference office. Permission to reprint articles in not-for-profit publications is granted; however, Vanguard must be cited and a sample copy of the publication sent to the Conference office.
Chapter News

Connecticut State University


Principal investigator Dr. Jay R. Dee will report at noon on September 19 on the findings from the comprehensive study commissioned by CSU–AAUP comparing faculty workload and individual course loads with workloads at comparable institutions.

Emeritus Assembly

Tim Killeen, President and Newsletter Editor, Emeritus Assembly

Our first meeting should be in late October with the topic being the continuing State Fiscal Crisis and/or the situation with SEBAC. Mort Tenzer has volunteered to organize this session, perhaps at the State Legislative Building in Hartford.

Our second session (November) might be a visit to the Ballard Institute & Museum of Puppetry. If anyone is interested in organizing this session or on some other topic, let me know.

We hope to have the details of the Fall meetings in order by the middle of September, so I can get the Newsletter posted by the end of the month. I will be checking into information on recent retirees, so we can add them to our mailing list.

University of Connecticut

UConn-AAUP Bulletin 26 August 2011

Ed Marth to Retire; AAUP Announces New Director

UConn-AAUP Director Ed Marth has announced his retirement, effective December 31 of this year. Chapter members will gather to celebrate his service at a party in October. Meanwhile, we are happy to announce that Peter Nguyen has been hired to replace him as the chapter’s Director. Nguyen has been employed by the California Federation of Teachers and has been hired to replace him as the chapter’s Director. Nguyen has been employed by the California Federation of Teachers and works as negotiator and grievance person for K-12, community colleges, and adjunct faculty locals in the Los Angeles area. He is a graduate of California schools including University of California-Davis and UCLA law school. He is looking forward to meeting the faculty and other members of the chapter after his start date of September 1.

The search for a new Director was truly successful and up to date of September 1. The recent and upcoming travel described is additional to CSU–AAUP Executive Committee meetings each month of the 2011 academic year.) This is a particularly busy period for members of the CT State Conference–AAUP Executive Committee…

May 12, New Haven, CT—Ruth Anne Baumgartner, David Bedding, Albert Buatti, Andrew Fish, Flo Hatcher, Irene Mulvey, Vijay Nair, Susan Reinhardt, Charles Ross, Mort Tenzer, and newly elected At-Large Member Eva Braus traveled to New Haven to attend the successful 2011 CSC–AAUP Annual Spring Meeting. See p. 4 for story and photos.

June 2, Fairfield, CT — Ruth Anne Baumgartner presented “Texts and Contexts: The Conversation of Literature—The Anthology Project” at the Innovative Pedagogy and Course Redesign XI Conference, sponsored by the Center for Academic Excellence at Fairfield University.

June 2-4, Pittsburgh, PA—Joan Chrissler (Connecticut College Liaison) made presentations at the Society for Menstrual Cycle Research.

June 8-12, Washington, DC — Delegates Ruth Anne Baumgartner, David Bedding, Irene Mulvey, Susan Reinhardt, Charles Ross, and Flo Hatcher attended the AAUP 97th Annual Meeting and Conference on the State of Higher Education. See pages 7 and 8 for story and photos.

June 22-30, Turkey — Eastern CSU–AAUP chapter vice-president Kristin Lebow (Library)

On the Road—8

The Robert Bard Legal Defense Fund

The Robert Bard Legal Defense Fund was established by the Connecticut Conference of the AAUP in 1998 to support litigation in cases or situations where AAUP principles of academic freedom, shared governance, or due process have been violated. Generous donations to the Bard Fund in memory of Bob Bard have been received from Alison Altman, Lewis & Roberts, Kurlantzick, McCarter & English, Attorneys at Law Lena & Catherine Wigger

The Mort Tenzer Travel Fund

The Mort Tenzer Travel Fund was established by the Connecticut Conference of the AAUP in 2005 to assist chapters or academic departments in hosting guest speakers in the interests of advancing AAUP principles of academic freedom and the common good. In 2009 the Executive Committee voted to expand the scope of the grant to support travel by full- or part-time faculty for academic purposes.

Generous donations to the Tenzer Travel Fund have been received from Anonymous, in memory of Ann Lindbeck, artist, bookbinder, colleague Anonymous, in memory of Karl Rinearhardt, SCSU

The George Lang Award

The George Lang Award was established by the Connecticut Conference of the AAUP in 2007 to honor the memory of our colleague by recognizing a faculty member at Fairfield University who early in his or her career has shown awareness of and dedication to important AAUP issues such as academic freedom, faculty governance, and faculty rights and responsibilities. A generous donation to the George Lang Fund has been received from Marian Lang

Donations to these funds are welcome and may be sent care of Flo Hatcher, Executive Director CSC–AAUP, P.O. Box 1597, New Milford, CT 06776.

CSA- AAUP is an organization exempt from federal taxes. Contributions to CSU–AAUP are tax-deductible.

To apply for a grant from the Bard or Tenzer Fund, or to request more information about them, contact Flo Hatcher at the Conference Office, who will be delighted to assist you. Bard Fund grants are made as the need arises. Tenzer Travel Fund applications are reviewed as they arrive and should be submitted at least six weeks before the date of the event. Tenzer Grants are made on a rolling basis.

Conference Chapter Service Program

The Chapter Service Program is a Conference-based initiative to develop local chapters as active advocacy organizations.

The Connecticut State Conference–AAUP, in collaboration with the Assembly of State Conferences of AAUP National, will provide (for minimal local financial obligation) these services and others:

• Chapter Leadership Training
• Analysis of Institutional Financial Data
• Consultation and Training in the Effective Use of Financial Analyses
• Training and Assistance in Chapter Committee A Work
• Consultation on Institutional Assessment
• Consultation on Faculty Issues in the Use of Technology in Higher Education

To take advantage of the Chapter Service Program, contact the Conference Office, attention Charles Ross, Chapter Service Program Director.
The Spring Meeting, organized and hosted by the Executive Committee of the Connecticut Conference, AAUP, and held at the Graduate Club in New Haven on May 12, was a highly successful and festive event: a chance to talk with colleagues from across the state, enjoy a delicious dinner, celebrate the various contributions of our fellow academicians, and engage in a conversation about higher education in Connecticut.

Sixty-three attendees, representing twenty-seven disciplines, from twelve CT higher-education institutions, joined members from six national AAUP committees, five AAUP executive committees, and the national Council. Ten officers from five Connecticut AAUP chapters including the revived Connecticut College Chapter, officers and staff from the CSU–AAUP, and officers and members of the Connecticut Emeritus Assembly were in attendance.

Irene Mulvey and Fairfield Welfare Committee–AAUP (FWC/AAUP) Vice President Joseph Dennin presented the fourth annual George E. Lang Jr. AAUP Award to Associate Professor Debra Strauss, who teaches Business Law in Fairfield University’s Dolan School of Business. The CSC–AAUP established the Lang Award in 2007 as a tribute to an invaluable and beloved colleague and his devotion to chapter development and the cause of academic freedom. The award, which includes a plaque and a year’s AAUP dues, is given to a faculty member of less than ten years’ service at Fairfield University (where Prof. Lang served on the faculty) “who has shown awareness of and dedication to important AAUP issues such as academic freedom, faculty governance, and faculty rights and responsibilities.” Professor Lang’s wife, Mary-Beth, attended the event and award presentation.

Kathleen McGrory led a moment of silence in memory of ECSU Professor Emerita Mary Rogers Beckert.

Dr. Dorsey L. Kendrick, President of Gateway Community College, and Western Connecticut State University librarian Vijay Nair, President of CSU–AAUP, spoke on the topic “Community Colleges in the National Spotlight: A Gateway to a Better Future.” Nair addressed the restructuring of higher education in the state: “We know about change. We are in the business of change. But change must not be at the expense of quality higher education and the future of our students and of our State.”

Kendrick has been an important and effective agent of change at Gateway Community College for over a decade. Under her leadership, enrollment numbers doubled, new scholarship and articulation agreements were forged, and a new urban campus initiative became a reality. A new incarnation of Gateway Community College takes center stage in downtown New Haven September 2012. In her talk she addressed some of these changes and how, in a time of unprecedented fiscal constraints, they were brought about.

A lively discussion period followed.

Dr. Kendrick was the second recipient of the CSC–AAUP Walter F. Brady, Jr. Award for the Advancement of Higher Education in Connecticut. The award, created by the CSC–AAUP Executive Committee to honor a dear colleague who had devoted his professional life to the advancement of higher education through teaching, organizing, and activism, was first given in 2007 to State Representative Denise Merrill, who in November 2010 was elected Connecticut Secretary of State.
AAUP Joins Effort to Defeat Anti-Union Legislation in Ohio

AAUP’s CBC Notes for July 14 carried this article and appeal:

Early this spring, the Ohio legislature passed Senate Bill 5, which was signed by Governor John Kasich. SB 5 virtually eliminates collective bargaining for public employees in the state of Ohio.

This piece of legislation is especially hard on AAUP members, due to a clause that defines most faculty members employed by public colleges and universities as “managers.” This clause is similar to the notorious U.S. Supreme Court decision in the Yeshiva case, which largely fore-stalled new collective bargaining at private institutions. As a result, Ohio faculty will be ineligible for whatever collective bargaining rights remain if this legislation goes into effect. They will no longer be able to bargain over academic freedom protections, shared governance participation, or bread-and-butter issues. It will be much harder for them to ensure that the faculty voice in Ohio is heard and to stop the state’s disinvestment in higher education.

Fortunately, we have an opportunity to overturn Senate Bill 5. Ohio law allows for signed legislation to be placed on the ballot for a referendum if enough signatures are collected. Labor organizations of all types joined together in a coalition, We Are Ohio, and conducted a signature drive, ill for the number of signatures gathered by the AAUP. The drive collected more than 1.3 MILLION signatures, more than five times the number required. Therefore, it is almost certain that the repeal of SB5 will be on the ballot in November. The AAUP has a seat at the table in this effort, and has made substantial contributions of money as well as time. The Collective Bargaining Conference has contributed $200,000 to the We Are Ohio campaign, and AAUP chapters in Ohio have contributed $110,000. Sara Kilpatrick, the executive director of the Ohio AAUP conference, has coordinated this effort. The AAUP contributed $110,000. Sara Kilpatrick, the executive director of the Ohio AAUP conference, has coordinated this effort.

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Bob Bumis, Chair, AAUP Collective Bargaining Congress

Since that date, the drive to mobilize voters has continued to gather steam. We Are Ohio, self-described as “a citizen-driven, community-based, bipartisan coalition that has come together to repeal SB 5, the unfair and unsafe law that will hurt us all,” has aired its first television advertisement. AAUP chapters and conferences, including the Connecticut Conference, have been among the many donors to contribute to the repeal effort. Numerous unions, including the AFL-CIO, have pledged workers and organizing support. And Ohio Secretary of State Jon Husted has certified a referendum on Senate Bill 5 for the Nov. 8 ballot. The number of signatures collected in this effort far exceeded the requirement to place the issue on a statewide ballot, and in fact set a state record, according to The Columbus Dispatch.

In the name of budgetary austerity, the Governor and State Legislature of Ohio pushed SB 5 through; but depriving public employees of the right to bargain is not part of a financial solution. The battle is as important as Bumis says it is, and both sides know that. Follow developments at We Are Ohio. The "No on SB 5" image at the head of this article is by the Ohio Labor Table. — Ed.

State U contracts...from 1 that Connecticut was faced with, when we started this process many of us expected drastic changes in our terms of employment...[T]his agreement actually is much better than many of us had feared. While it calls for sacrifices from us, it also guarantees job security, preservation of post-retiree health benefits, and an extension of the SEBAC agreement for another five years, until 2022. Also, while it freezes salaries at current levels for the first two years of the agreement, it provides salary increases in the last three years.

On June 24 it was clear that under SEBAC’s rules, although a majority of members and their unions voted in favor of ratification, because no more than one union could vote to reject any agreement and those voting “yes” had to represent at least 80% of all unionized employees in the coalition, ratification of the agreement had failed. Gov. Malloy planned to go ahead with layoffs.

But negotiations continued. On July 22 SEBAC and the Malloy administration again reached tentative agreement: All of the layoff notices issued to state employees over the past three weeks would be rescinded. The agreement also clarified preservation of the State Employee Health Plan for active and retired state employees. SEBAC announced that “The united effort of union leaders has produced an agreement that is not just fair for the members they represent. It’s also good for the people they serve, and will restore vital public services cut in the governor’s alternative budget plan.”

On July 28 the CSU-AAUP Council voted unanimously to endorse the revised SEBAC agreement. They felt that a ratification vote of the membership was not necessary because there were no substantive changes to the SEBAC Concession Agreement of May 27 that affected CSU-AAUP, and members had already voted to ratify the May 27 agreement by a vote of 90% in favor.

According to an August 18 story in the Connecticut Mirror, only one of 34 bargaining units within the 15 unions, representing about 400 correction supervisors, voted to turn down the wage freeze part of the deal, leaving their members vulnerable to layoff. A second unit, whose members had voted against the first deal, supported ratification this time. SEBAC had changed its ratification rules before the second vote; but, according to SEBAC officials, the second ratification vote would have met the original requirements.

Gov. Malloy has announced he is going ahead with layoffs in two units that did not ratify their companion agreements.

With the restoration of many programs and services, CSU-AAUP points out, a number of non-permanent employees—trainees, per diems, those in their working test periods—are also being recalled or having their notices rescinded. This is not a guarantee from the agreement that leaders of the unions in SEBAC reached with the Malloy Administration: The job-security provisions apply only to permanent employees. Rather, it is a positive side effect resulting from the restoration of critical programs and services that had always been our goal.

There have not been any reports of problems with the return of laid-off workers so far. Members who do have issues should bring them to the attention of their union leadership.

Read the ratified agreement here.
MLA Recommends Standards for Contingent Faculty

In its report on “Professional Employment Practices for Non-Tenure-Track Faculty: Members’ Recommendations and Evaluative Questions” (June 2011), the Modern Language Association’s Association on Contingent Labor in the Profession made recommendations on the basis that “non-tenure-track faculty members now constitute a majority of the faculty in higher education…. both students and institutions will be better served when policy and practice reflect the important role played by these professionals…. establishing long-term, regularized positions for as many faculty members as possible is in the best interest of institutions and higher education generally.”

The document is a logical next step to previous work by the MLA on these issues: the 2008 report Education in the Balance…argues that the profession “must ensure that those colleagues employed outside the tenure track have the appropriate salaries, working conditions, status, rights and responsibilities, and security of employment.”

The report echoes previous recommendations for long-term planning and extended terms of appointment: incorporation into the life of the department; access to support services and tenure-track openings; clarity of terms of appointment and review; timely hiring; mentoring and other professional support; review for advancement and promotion; and access to grievance procedures.

Additionally, the current report looks at five areas for “improving the professional standing of faculty members who hold non-tenure-track appointments” and facilitates evaluation of those areas by means of a series of questions. “A high number of affirmative responses [to the questions] corresponds with a high level of professionalization for members of the non-tenure-track faculty.” The purpose, the report says, “is to help faculty members, departments, and institutions identify areas of policy and practice where progress has been made and areas where change can and should be sought.”

The five areas are Hiring and Assessment; Compensation and Professional Advancement; Professional Rights and Responsibilities; Professional Development and Recognition; and Integration into the Life of the Department.

The MLA Language Association advocates for the professional work of faculty in modern language study, instruction, and literature; but the principles and questions are worthy of the attention of any academic department that employs full- or part-time contingent faculty.

AAUP List of Censured Administrations: Connecticut

Academe regularly publishes the list of administrations that, investigation shows, “are not observing the generally recognized principles of academic freedom and tenure endorsed by the American Association of University Professors, the Association of American Colleges and Universities, and more than 160 other professional and educational organizations…. Placing the name of an institution on this list does not mean that censure is visited either upon the college itself, or upon the students of that college, or upon the faculty who are currently teaching there. It merely means that the administration has failed to meet the standards for a democratic and educational community that is generally accepted for American higher education.”

Since we published our last issue of Vanguard, our state conference and members of our conference have been extremely busy. We showcased our model of open communication and belief in the power of our members. Our columnist, Bob, was voted onto the board of the Connecticut State Conference, and our newsletter editor, Ruth Anne Baumgartner, was elected President of the Connecticut Conference.

Bob, known as the “man with the plan,” was a inspiration to many of us. His dedication to the profession and his commitment to fairness and justice were a constant reminder to all of the importance of standing up for what is right. Bob’s impact on our conference and on the profession as a whole will be felt for years to come.

Bob, we miss you, but we know that you are watching over us. Your memory will live on through the many lives that you touched and the memories that you left behind. We will carry on your legacy and strive to make the world a better place for all.

Feeling frustrated? Tired of the government? Looking for a little frivolocity?

You're in luck! Vanguard editor, in a bit of shameless self-promotion, invites you to visit her blog, "You Knew What I Meant," where she daily shares something amazing from her collection of students’ verbal mishaps and then speculates on the intentions behind the words. Readers are invited to contribute from their own collections as well.

President…from 2

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The Connecticut delegation was out in full force for the 97th Annual Meeting of the AAUP and the Conference on the State of Higher Education. Connecticut Conference President Irene Mulvey organized Capitol Hill Day visits for the Connecticut delegation, which included new UConn–AAUP President Lyle Scruggs and Executive Director Ed Marth. Visits to Senators Joseph Lieberman and Richard Blumenthal, Congressmen Joe Courtney, John B. Larson, Chris Murphy, and Jim Himes, and Congresswoman Rosa DeLauro provided opportunities to discuss issues about Higher Education Regulation, Science, Academic Freedom and Public Policy, and Investing in Access, Research, and Teaching through support for Pell Grants and the DREAM Act.

The day was capped by the AAUP Yost Award reception. The CSC–AAUP and UConn–AAUP supported the nomination of Congressman Joe Courtney for the Yost Award. Congressman Courtney was in Connecticut during this time; he will receive this prestigious award at a special reception on October 21 at the UConn–AAUP offices at Storrs.

National AAUP Council member Mulvey, re-elected as an at–large member to the Executive Committee, attended Executive Committee and Council meetings and served as Parliamentarian for the Assembly of State Conference business meeting. She represented the Faculty Welfare Committee–AAUP chapter of Fairfield University at the Collective Bargaining Congress meetings; also at the CBC meeting was Jason Jones (English, CCSU, and former Vanguard Book Review Editor), Vice Chair of the CBC. ASC Delegate Ruth Anne Baumgartner, David Bedding, Susan Reinhart and Charles Ross attended the ASC Business Meeting and Ruth Anne accepted CSC–AAUP’s ASC Outstanding Tabloid-style Conference Newsletter Award (our fourth such award). At that meeting Irene Mulvey also accepted the award given by the ASC for Outstanding Chapter Newsletter, which FWC/AAUP’s newsletter won for the third consecutive year.

In her April 2011 letter nominating Rep. Courtney for the Yost Award, CSC–AAUP President Irene Mulvey said, in part:

“Representative Courtney has always supported investment in higher education through increased student aid, funding for research, and infrastructure improvement. During his time on the House Education and Labor Committee, Representative Courtney worked closely with Chairman George Miller on several pieces of important legislation which have had an enormous positive impact on higher education, including the College Cost Reduction Act, the Higher Education Opportunity Act, the Post 9/11 G.I. Bill of Rights, and the Student Aid and Fiscal Responsibility Act.

“The College Cost Reduction Act marked the largest single investment in higher education since the first G.I. bill was passed during World War II. This legislation helps make college more affordable for middle-class families by increasing Pell Grants for students and also reducing the interest rate for student loans. Representative Courtney aided in crafting this legislation and, as it made its way through Congress, introduced an amendment to increase funding for the Pell Grant program by an additional $900 million above an already increased proposed funding level. Joe is on record as wanting to provide additional support for students and their families as the students pursue a college degree. Joe was an original co-sponsor of H.R. 3221, the student Aid and Fiscal Responsibility Act of 2009, and worked tirelessly to help create this bipartisan legislation that provides affordable loans to students, increases support for community colleges, and saves taxes by making programs that provide federal student loans more efficient. Joe was a co-sponsor of the Higher Education Opportunity Act, passed during the 110th Congress. This landmark legislation, signed into law by President Obama in August 2008, increases the maximum Pell Grant amount annually through academic year 2014–2015, reduces student loan interest and mandates clear loan disclosure information, provides loan forgiveness/repayment for service in areas of national need, and guarantees in-state tuition for members of the armed forces, their spouses, and dependents. Within this legislation, Courtney worked closely with Senator Jack Reed on the LEAP Program (Leveraging Educational Assistance Partnership), a program that provides grants to states to assist them in providing need-based grants and community-service work-study assistance to eligible postsecondary students.

“Joe has made numerous visits to Connecticut’s colleges.... He has been extremely open and willing to connect with AAUP members through-out the year.... For his career-long support of higher education and, in particular, for his work during the 110th and 111th Congress on the House Subcommittee on Higher Education, the CSC–AAUP nominates Representative Joe Courtney for the 2011 Yost Award.”
Eastern Connecticut State University's Study Tour of Turkey: or, How some of us spent our Summer Vacation

David Stoloff, Education, ECSU

Eastern CSU–AAUP chapter vice–president Kris Jacobs (Library) and members Jian–Zhong Lin (English), John Landosky (Biology), and Vanguard Media Feature's Editor David Stoloff (Education) joined six colleagues from the Eastern Connecticut State University community on a study tour of Turkey.

From June 22 to 30, 2011, native Turkish speakers, including two EastConn graduates, a current EastConn student, and a Hartford Seminary graduate student, led participants on a whirlwind tour of Istanbul and historic cities in Asia Minor sponsored by the Turkish Cultural Center Connecticut in Hartford, Connecticut.

The itinerary also included dinners in the homes of Turkish families; visits to a middle school, a university, and the Gelen/Hzmet Foundation, an international non–profit association dedicated to increasing ecumenical understanding and the promotion of education.

The group visited Hagia Sophia, Topkapı Palace, Sultan Ahmed Mosque (commonly referred to as the Blue Mosque), and an underground cistern in Istanbul. Near Izmir, we admired the ancient Roman city of Ephesus and the House of the Virgin Mary. We hiked up and down the UNESCO Heritage Site Hierapolis-Pamukkale, which are white cliffs created by hot springs. We also walked through the Mevlana Museum and the mausoleum of the Sufi mystic Rumi in Konya, visited the old city of Kayseri, and toured an underground city in Cappadocia.

Other highlights included bargaining in a rug factory, pottery showroom, and in the Grand Bazaar, and a sight–seeing boat cruise up the Bosporus Strait, heading north toward the Black Sea between European and Asian Istanbul.

Some of us blogged our trip, and we've posted a lot of photographs, of the ancient and new faces of Turkey. Most important of all, the study tour has helped build a strong bond of friendship, and shared learning experiences among members of Eastern’s community who had barely been acquaintances before.

On the Road… from 3

and members Jian–Zhong Lin (English), John Landosky (Biology), and Vanguard Media Features Editor David Stoloff (Education) joined six others from the Eastern community on a study tour of Turkey. (See story this page.)

July 3–7, Ottawa, CA — Joan Chrisher presented at Women's Worlds, the international women's studies conference.

July 21–24, Boston, MA — Irene, Flo and newly elected CSC–AAUP Treasurer Rick De Witt traveled to Suffolk University for the AAUP Summer Institute. Irene and Rick co–presented a workshop “Building, Strengthening and Maintaining an Effective Advocacy Chapter.” They had previously co–presented on this important topic last year in San Diego. Irene and new ASC officer Joerg Tiede (IL) co–presented a workshop “Action Oriented Meetings and Parliamentary Procedure.”


August 19–21, Stevensville, MD — Irene joined other national AAUP Executive Committee members at a retreat at Kent Manor. The annual event permits focus on strategic planning for national initiatives, national priorities, and annual reports.

September 10, Storrs, CT — A number of CSC–AAUP members will attend a memorial service at the University of Connecticut Law School for a recently departed colleague Robert Bard.

October 1, Raleigh, N. C. — Irene begins a series of multi–state travels (not to be confused with the recent multi–state storm of same name). Her first stop is the North Carolina Conference–AAUP to present a workshop on the importance of AAUP and chapter development.

October 6, Milwaukee, WI — Irene will give a talk to the newly revitalized Marquette AAUP Chapter on how to strengthen their organization.

October 7, Bloomington, IL — Irene will travel to Illinois Wesleyan University to deliver a talk to faculty from the Illinois Wesleyan and the Illinois State Chapters.

October 13, Storrs, CT — A number of CSC–AAUP members will attend to Storrs for a retirement celebration in honor of Ed Marth, Executive Director of UConn–AAUP.

October 21, Storrs, CT — A number of CSC–AAUP members will attend the AAUP Yost Award reception for Congressman Joe Courtney to be held at the UConn–AAUP offices. Staff members from the Washington, D.C. AAUP offices and members from across the state are expected to join in the festivities.

October 29, Mount Vernon, IA — Irene will be the keynote speaker at the Iowa State Conference AAUP meeting at Cornell College.

November 11–13, Washington, D.C. — Irene will present at the AAUP Shared Governance Conference and Workshops and, as a member, will attend a meeting of the national AAUP Committee on College and University Governance. The conference will focus on the continuing challenges that faculty and administrators around the country are facing as a result of financial pressures. This is second AAUP governance conference centered on this theme. Irene will serve on a panel with Puri Marti–nez (N.C.), Jeff Butts (N.C.), and Committee Chair Larry Gerber (AL). Panelists will discuss “Making Senates Effective.”

November 18, Washington, D.C. — Irene will attend a meeting of the national AAUP Executive Committee.

November 19–20, Washington, D.C. — Irene and Joan Chrisher will attend the national AAUP Council Meeting.

Here we are in the entrance of the underground city of Cappadocia in Turkey! Left to right: Barbara Williams (Information Technology), John Landosky (Biology), David Stoloff (Education), Amy Brenner-Fricke (University Relations), Nancy Purvis (ECSU Police Officer), Steve Fricke (City of Norwich Firefighter), Kris Jacobs (Librarian), Walter Diaz (Dean of Students), Maixuza Diaz (high school teacher), Jian-Zhong Lin (English) — Irene will give a talk to the newly revitalized Marquette AAUP Chapter on how to strengthen their organization.

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“I am especially pleased that the Executive Committee voted to name the Fund in honor of Bob Bard, longtime Chair of Committee A. Bob's retirement last Spring from the faculty of the University of Connecticut School of Law provided the opportunity to recognize his many years of service to the State Conference…and his dedication to providing advice and support to faculty colleagues throughout the state. The seed money for the Fund came from some grateful faculty who had benefited from Bob’s advice and assistance, and members of the Executive Committee have raised additional money and pledged to raise more. We hope to keep the fund going by encouraging individuals who receive grants and are successful in achieving positive outcomes to return to the Fund the amount they received.”

Since its establishment, the Bard Fund has assisted numerous faculty in the state in cases that resisted settlement through traditional academic structures; and the Fund has remained solvent through a steady stream of generous donations from Connecticut faculty and others who share its goals. Bob was proud of the work of the Fund that bears his name and happy that the Conference had this means at hand for the pursuit of justice.

The February–March 1998 issue of Vanguard carried an announcement that the Executive Committee of the Connecticut Conference, AAUP, had established the Robert Bard Legal Defense Fund to “support litigation in cases or situations where AAUP principles of academic freedom, due process, or shared governance have been violated.” In her column, then-President Joan Chrisher wrote, “We are proud to announce the founding of the Robert Bard Legal Defense Fund. The Executive Committee has been discussing the establishment of such a fund for several years now….I consider the announcement of the Fund in this issue of Vanguard to be our most important accomplishment this year.

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Statement of the AAUP concerning the Resignation of Gary Rhoades

AAUP press release

The AAUP is extremely proud of the progress the Association has made during Professor Rhoades’ tenure as General Secretary, and is particularly appreciative of the conceptual and practical contributions he has made, as well as of his substantial fulfillment of his main charges. Rhoades has been instrumental in effecting a dramatic turnaround in AAUP’s finances, realizing operating budget surpluses and building a reserve fund. Incomes have increased, expenditures have been prudently reduced, and financial oversight has been strengthened.

Through indefatigable travels in the field, Rhoades has provided positive presence and support for collective bargaining units, advocacy chapters, and state conferences in ways that have strengthened the Association’s attention on numerous organizing campaigns, including three successful drives. Moreover, he has been central in successfully implementing the Association’s joint organizing agreement with the AFT.

Under Professor Rhoades’ leadership, the Association has intensified its focus on major challenges to shared governance. In addition to launching investigations of administrative violations of shared governance principles during Dr. Rhoades’ tenure, the Association has designed and promoted a campaign to strengthen the right of faculty members to speak freely about campus policies and practices without fear of retaliation, as well as organizing national conferences and regional workshops on this theme. Moreover, Rhoades has enhanced interactions and relations with the Association of Governing Boards.

With Professor Rhoades as General Secretary, and in the wake of a history of Association policy formulation, the AAUP has responded more rapidly to current issues and events in higher education, and has become a far more clearly established and visible national and international presence. Further, Rhoades has positioned the AAUP effectively in work with the Higher Education Secretariat and in a national campaign for AAUP’s influence on governance training workshops, please contact Lawrence Gerbe, Senior Associate General Secretary.

The Profession and the Recess

AAUP press release


According to the National Bureau of Economic Research, the Great Recession began in December 2007 and ended in June 2009. With a duration of eighteen months, this recession was almost double the length of the average post–World War II economic downturn. It was also notable for its severity. During the recession, the gross domestic product (GDP) declined 4 percent (even after controlling for inflation); the unemployment rate doubled, as nearly nine million private jobs disappeared, wiping out more than a decade’s worth of job growth; and almost $14 trillion in household wealth evaporated—an amount equal to an entire year’s worth of economic production.

Although the worst recession since the Great Depression is now technically over, our analysis of faculty compensation and forecasts for state revenues indicates that the negative impact on higher education will continue for years in many states. Who outside the professoriate should care what happens to faculty salaries on campuses during a recession? Everyone who hopes to be employed in the future, bring home a paycheck, and have something left over to put into savings should care. The AAUP’s annual report on the Economic Status of the Profession provides the most up-to-date and comprehensive analysis available of faculty salaries at colleges and universities around the country.

Annual Meeting of AAUP Censures One, Sanctions Two, Removes Censure from Two; plus Update

Delegates to the Ninety-seventh Annual Meeting of the AAUP voted to place Bethune Cookman University on the AAUP’s list of censured administrations. Censure by the AAUP informs the academic community that the administration of an institution has not adhered to the generally recognized principles of academic freedom and tenure jointly formulated by the AAUP and the Association of American Colleges and Universities and endorsed by more than 200 professional and educational organizations. In addition, the meeting voted to remove the University of New Orleans and Loyola University New Orleans from its censured administration list. With this action, 49 institutions are now on the censure list. A special AAUP committee was commissioned five years ago. With the two censures removed, the work of this special committee is hopefully brought to closure.

In addition, the delegates voted to sanction Rensselaer Polytechnic Institute and Idaho State University. Institutions are sanctioned for infringement of governance standards after AAUP investigations revealed serious departures from generally accepted standards of college and university governance endorsed by the AAUP. Update. A new AAUP report has found violations of academic freedom in two cases at Louisiana’s flagship public institution, Louisiana State University in Baton Rouge.

Details of all cases can be found on the National website.