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State Workers Helped Save \$1 Billion and Counting

By Carmen Boudier, *President, New England Health Care Employees Union, District 1199/SEIU*, and Vijay Nair, *Library, Western Connecticut State University; President, CSU-AAUP*

Even before all the votes in the governor's race were counted, some opinion leaders asked what state public service workers would do to help close next year's anticipated deficit. This assumes that public workers and their families haven't already contributed a significant share to closing the gap, an assumption that is flat wrong.

In May 2009, our coalition of state employee unions produced nearly \$1 billion in savings in the current and previous biennial budgets by agreeing to deferred pension contributions, a one-year wage freeze, seven furlough days and changes in health benefits for new employees, and by accepting 4,000 retirements. This agreement with the Rell administration will continue to reduce costs by hundreds of millions annually, helping the new administration better deal with the continuing fallout from the economic crisis.

State employees will help reduce expected budget deficits by paying more for our health care coverage and prescription drugs. By giving up our negotiated contractual pay increases for a year, we will receive lower wages than expected in coming years, which will mean annual savings to the state payroll and pension fund.

Even so, less than a year after the agreement's ratification, our coalition presented the Rell administration with a series of ideas that would do more than simply help reduce deficits. Our recommendations would bring policymakers and state workers together to help jump-start Connecticut's economy, put people back to work, recreate livable communities and build a sustainable future.

The real crisis we face is not a short-term drop in state revenues, but a long-term decline in the standard of living of nearly all Connecticut's families.

The goal was to show the outgoing administration how we could harness the energy of all state workers to not only provide vital public services more efficiently, but to help those services make a bigger difference for the people of Connecticut.

We proposed improving services by encouraging veteran workers to stay on the job during the current economic crisis. This also would produce savings by avoiding payment of retirement incentives and having employees continue to contribute to the pension fund and health plan.

We proposed expanding the state's health plan, which could save millions for municipalities, small businesses and non-profit employers.

We proposed properly funding and staffing the State Contracting Standards Board, which could save taxpayers millions of dollars by thoroughly reviewing contracts for outside goods and services.

We, along with many others, including two Nobel Prize-winning economists, provided the Rell administration with evidence that more cuts to public services would prolong the economic crisis. Cutting public services would deepen the suffering of Connecticut's people and small businesses, and extend the vicious economic cycle.

Our plan was to empower the state's workforce to help keep people safer, help them achieve a better education and help them find jobs that offer the opportunity for self-sufficiency.

But our recommendations fell on deaf ears.

We look forward to more than just sharing our ideas with a governor who will listen. We look forward to cultivating a culture that generates more input from front-line public service workers.

Even with a governor who listens, building an economy that works for all Connecticut workers will not be easy. The economic crisis at the heart the state's budget woes is the result not only of Wall Street's excesses, but also of

Notes from the Conference Executive Committee:

CSC-AAUP Issues Call for Nominations

The Connecticut State Conference-AAUP Nominating Committee hereby announces a call for 2011-2013 CSC-AAUP officer nominations.

Nominations are being solicited for Connecticut State Conference President, Vice President, Secretary, Treasurer, and four At-large Members. For information about the terms and duties of each office, please refer to the CSC-AAUP Constitution and Bylaws: <<http://people.wcsu.edu/nairv/AAUPCSC.htm>>.

If you wish to make a nomination (or self-nomination), send the candidate's name, discipline, and institutional affiliation to the CSC-AAUP Nominating Committee c/o Conference Office (P.O. Box 1597, New Milford, CT 06776-1597). Nominees must be AAUP members in good standing.

January 31, 2011, is the deadline for receipt of nominations to the CSC-AAUP Nominating Committee. Nominees shall indicate in writing their willingness to stand for office and shall supply contact information and a biographical statement for use by the CSC-AAUP.

The Nominating Committee shall send candidate names and credentials to the national AAUP office no later than February 1, to be included in the national election ballot. Instructions for voting by secret ballot are sent to all members by the national AAAUP.

Members of the Nominating Committee are Charles Ross (*English*, University of Hartford), Immediate Past President CSC-AAUP; Candace Barrington (*English*, Central Connecticut State University); and Elena Tapia (*English*, Eastern Connecticut State University).

Conference Elections Go Electronic

The State Conference has shifted to electronic voting as of 6 May 2010. The necessary constitutional and bylaws amendments were passed at the CSC-AAUP Spring Meeting. Election of Conference officers and representatives for the coming term will be via electronic voting, in the same balloting process as for National AAUP officers and Council members; see the Conference website for details.

decades of failed revenue and economic policies.

These policies have permitted an unfair system where the percent of income paid by the very rich to support public services is half that of middle-class families. We have an upside-down economy in which huge corporations pay less in taxes than small businesses, and energy and insurance companies are allowed to gouge ratepayers and patients while encouraging CEOs to ship good jobs overseas.

And the income of the very rich has shot into the stratosphere while middle-class families' wages and salaries have stagnated or declined.

Solving this problem will take unity of purpose, clarity of vision, consistent and sustained effort and the courage to stand up to the rich and elite few who benefit from the status quo.

Notes:

SEIU is the 13-union State Employee Bargaining Agent Coalition.

This article was originally published in the November 14 *Hartford Courant* <courant.com/news/opinion/hc-op-boudier-nair-unions-state-budge20101114,0,5795943.story> and is reprinted here with the permission of the *Courant* and of the authors. —Ed.

What's Inside

Editorial.....	2
CSC-AAUP On the Road.....	3
Calls and Conferences	4
National Contingent Faculty News.....	5
Funding for Academic Travel	6
Emerson College News.....	6
Annual Meetings	6
Censured Administrations	6

AAUP State Conference Officers 2009–2011

President—**Irene T. Mulvey**, *Mathematics*, Fairfield University. Delegate to National Meeting.

Vice President—**David Bedding**, *Physics*, University of Connecticut–Waterbury. Delegate to National Meeting.

Secretary—**Stephen Krevisky**, *Mathematics*, Middlesex Community College.

Treasurer—**Susan Reinhart**, *Art*, Gateway Community College

Executive Director—**Flo Hatcher**, *Art*, formerly p-t, Southern Connecticut State University

Executive Committee 2009–2011

Robert Bard—Co-chair, Committee A on Academic Freedom and Tenure. Law, Emeritus, University of Connecticut School of Law.

Ruth Anne Baumgartner—Chair, Editorial Committee; ASC-AAUP Delegate. *English*, Fairfield and Central Connecticut State universities.

Albert Buatti—Chair, Committee on Community Colleges. *Information Systems*, Middlesex Community College

Joan Chrisler—Past President. *Psychology*, Connecticut College.

Andrew Fish, Jr.—CSC-AAUP Delegate-at-large. *Electrical & Computer Engineering*, University of New Haven.

Vijay Nair—CSU-AAUP Liaison. *Library*, Western Connecticut State. (Past President.)

Charles Ross—Chapter Service Program Director. Immediate Past President. *English*, University of Hartford.

Morton Tenzer—Chair, Committee on Government Relations; CSC-AAUP Delegate-at-Large. *Political Science* (ret.), University of Connecticut.

Campus and Organizational Liaisons

Albertus Magnus College—**Jerome Nevins**, *Art*.

CCSU-AAUP—**Ellen Benson**, *Communications*.

Connecticut College—**Joan C. Chrisler**, *Psychology*.

ECSU-AAUP—**Karen Patterson**, *Chapter Staff*.

Emeritus Assembly—Mort Tenzer, *Political Science* (ret.), University of Connecticut.

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Middlesex Community College—**Stephen Krevisky**, *Mathematics*.

Paier College of Art—**Jack O'Hara**, *Mathematics & Computer Science*.

Post University—**Sharon J. Huxley**, *Accounting*.

Sacred Heart University—**Larry Weinstein**, *Management*.

St. Joseph University—**Marylouise Welch**, *Nursing*.

SCSU-AAUP—**Linda Cunningham**, *Member Services Coordinator*.

Trinity College—**Diane Zannoni**, *Economics*.

UConn-AAUP—**Leslie Gemme**, *Executive Assistant*.

UConn Health Center—**Donald Kreutzer**, *Pathology*.

UConn Law School—**Lewis Kurlantzick**, *International Law*.

University of Hartford—**Charles Ross**, *English*.

University of New Haven—**Andrew Fish, Jr.**, *Electrical & Computer Engineering*.

Wesleyan University—*vacant*.

WCSU-AAUP—**Elise Silkowski**, *Chapter Staff*.

Yale University—*vacant*.

Editorial Committee

Ruth Anne Baumgartner—Editor. *English*, Fairfield University and CCSU.

Robert Bard—*Law*, Emeritus, University of Connecticut.

Joan Chrisler—*Psychology*, Connecticut College.

Al Kulcsar—Production Assistant.

Charles Ross—*English*, University of Hartford.

Website Design and Maintenance

Vijay Nair—*Library*, Western Connecticut State University

Editorial: To be jolly?

I have a small part in a play at the moment. I once worked with someone in community theater who claimed that the whole point of putting on a play was to have "Fun, Fun, Fun!" But that's not the idea I got back in college from David Brubaker, the dearly beloved director at Dickinson College who showed hundreds of us students over the years that the world is in fact a stage and the stage can be a world. I cherish the speech he gave the cast of *A Man for All Seasons*, my first show with him: "If anybody is here to have fun," he said, "you might as well leave right now. You will have great fun in the show, starting with the second performance. And the only way you will get that fun is by working very hard up till



then." His other mantra: "Don't get on the stage and make excuses. Yes, you're 'just' students. But when you go out there and ask the audience to believe in you, you're actors, not students, and you give it your best." Well, I've put quotation marks around those sentences, but I think he was likely more eloquent than that. Anyway, whatever the exact words, I can attest to their truth—especially the part about the second performance.

I had a lot of fun in English classes in high school. I was a voracious reader from the age of three, and so I had developed a flair for writing that quite often enabled me to finesse assignments that other students had to toil over. Then I got to college. My first essay was returned by the English professor with just one comment: "Time to grow up." I learned pretty fast that writing can be the source of enormous pleasure—after the work has been put in.

In my many years of teaching English I've been caught up in a number of approaches that promised great fun for the student writers. I even had a colleague who spent several weeks having students paint the classroom and "react" to that; he had another writing exercise that involved looking at things through Baggies. I had another colleague who assigned papers he never "corrected"—he just gave them back after a week with a one-sentence comment and the directive to "revise." (That was a tempting approach: No tears for the students; no toil for the prof....)

And then a couple of years ago I went to an academic conference and listened to a number of papers

given by sincere people who argued that English classes should abandon teaching the critical paper, the essay, academic style, and "let the students teach us what they want to know," largely through blogging.

And a few months ago I was reading an article in the *Chronicle of Higher Education* about professors who have worked Twitter into their classrooms. Especially in large lecture-style classes, they were encouraging students to Twitter during the presentations, setting up channels specifically for the purpose; and either the faculty member or a graduate assistant was monitoring the Tweets and interjecting them into the lecture as they arose. Yes, some students sent joke Tweets, they said, and some spent a lot of class time on Facebook; but most students felt engaged and asked some good questions they might otherwise not have asked...particularly because the Tweets were anonymous.

I never was very forthcoming in class discussions as a student, and I sympathize with students who are reluctant to speak. And I too have stood in front of a large class in a cavernous room and wondered how to encourage participation. But I really can't see how "speaking to them in the language they prefer" is really going to move them along a challenging path to the kind of pleasure that comes from focused enquiry and argument.

The online discussion in response to the *Chronicle* article was pretty exciting, with strong voices raised on both sides of the question. I really tried to let myself be persuaded, because I know I have a Luddite streak that will trap me if I let it. But if texting while driving is dangerously distracting, I can't help thinking Tweeting while trying to think—or listen—is going to be distracting too. How many of us have lost the thread of a conversation while we tried to phrase a witty response or a penetrating question? And considering the number of students who on the first day of the semester present me with documentation concerning their struggles with Attention Deficit Disorder, I worry that bringing this kind of technology into the classroom is going to make matters much worse for them. In fact, I have been saying, only half in jest, that the Internet has given me A.D.D. Certainly I start off on a quest for a piece of information or an image, and an hour or two later I surface with all sorts of tag ends of things and no real recollection of what I had been trying to do in the first place or how I wound up where I wound up.

I think about academic freedom a lot, because it drives my

work and energizes my life. I don't know, though, that seeking ways to make learning fun for students is necessarily going to give them academic freedom, or at least the tools to capitalize on it. My current first-year students are, for the most part, sincere and bright and generous and willing, and they want to do well. But when I sit with them in my office and discuss a draft they're working on, so many of them seem to be on a hopeful meander through a body of information rather than a purposeful quest, and my encouraging remarks about the joy that comes out of mindful struggle don't seem to equate, for them, with "fun."

Taking a stand on an issue, as we ourselves try to do, is rewarding to the extent that it is a conscious choice. But if we encourage our students to Tweet their way through their classes, or accept freeform blogs instead of structured presentations, are we equipping them to put ideas together to make important choices, or condemning them to a life of pretty scraps and dependence on kindly guides? How will they search for their own pleasure if we keep trying to find it for them? I read the work of incisive minds of earlier generations, and of my own generation in fact, and wonder how much our own teachers worried about our pleasure, or let us tell them what we wanted to know. The endless grammar drills of my junior-high and high-school English classes were fun in a way, at least for me who am a puzzle maven; but the best thing about them was that they gave me a confidence in my ability to control my own language. I watch adventurous and highly creative people with envy; but most of my highly creative friends hark back nostalgically to the "boring" exercises, the repetitious scales or sketches or proofs or barre routines, that laid the firm foundation from which they take their magical leaps—the hard and sometimes tedious work that turns into joy at the culmination of the process.

'Tis the season to be jolly...and before that, the Season of Student Evaluations. Of course I wonder how many of my students will rate me as "boring." I know they think I'm "hard," because they tell me that. But I hope that their labor now will ultimately free them; that their work now will enable them to define and discover their own fulfillment.

Well, it's been a long, hard semester even if you were having fun, and I'm beginning to think I've written a piece here that is as unfocused as some of my students' papers. Come on, though—you knew what I meant.

Best wishes for a holiday season rich in the things that are important.
—RAB

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CSC-AAUP On the Road

A report on the recent activities of CSC-AAUP Executive Committee members: the travel described is additional to CSC-AAUP Executive Committee meetings each month of the academic year.

It has been a particularly busy year for members of the CT State Conference-AAUP Executive Committee...

January 16 and 17, New Haven, CT—Al Buatti, Andrew Fish, Jason Jones, Irene Mulvey, Vijay Nair, Mort Tenzer, and Flo Hatcher traveled to New Haven for the **AAUP Committee on College and University Governance** workshops: “Unions and Faculty Governance: Problems and Possibilities,” for CBC leadership training workshops, and for a series of **CBC Executive Committee meetings**. The Governance workshop was held in conjunction with the Regional Meeting of the Collective Bargaining Congress on the Yale University campus at the First and Summerfield United Methodist Church (the Union Church-SEIU and G.E.S.O. maintain offices in the historic building). CSC-AAUP co-sponsored the Governance Workshop with a grant and also served as the local organizer for the entire two-day event. Irene Mulvey was a presenter; the combined events drew sixty-six attendees from fourteen states; officers attended from eight local AAUP chapters, including the new UConn Health Center (the only AAUP chapter in a medical school). All members of the national Committee on College and University Governance, officers of the CBC Executive Committee, and staff members from the national AAUP Department of Organizing and Services were in attendance and participated.

February 26-27, Washington, D.C.—Irene Mulvey and Flo Hatcher traveled to **ASC New Leadership Training Seminars** and **ASC Executive Committee meetings**. The events took place in the new national AAUP offices and were attended by members from across the United States; many from advocacy chapters. Rona Preli, Fairfield University, and Seth Racusen from Anna Maria College (MA) attended. Vijay Nair consulted with Seth Racusen about shared-governance issues in fall 2009, and this event provided an opportunity to meet face-to-face. Irene and Flo made presentations in addition to those by ASC and CBC officers. They were joined by national AAUP staff members Gwen Bradley, John Curtis, Bob Kreiser, Rachel Levinson, Jenn Nichols, Greg Scholtz, Pat Shaw, Eizzie Smith, Kathi Westcott, and AAUP General Secretary Gary Rhoades.

May 6, New Haven, CT—Ruth Anne Baumgartner, David Bedding, Albert Buatti, Joan Chrisler, Andrew Fish, Flo Hatcher, Stephen Krevisky, Irene Mulvey, Vijay Nair, Susan Reinhart, Charles Ross, and Mort Tenzer traveled to New Haven to attend the highly successful **CSC-AAUP Annual Spring Meeting**. Seventy-one attendees, representing thirty disciplines, from fourteen CT institutions, joined members from four national AAUP committees, two AAUP executive committees, and the national Council. Officers from eight CT AAUP chapters including the new UCONN Health Center (the only AAUP chapter in a medical school), officers and staff from the CSU-AAUP, and members of the CT Emeritus Assembly were in attendance. Distinguished panelists Daniel Livingston, Esq., Labor Attorney and Progressive Activist; Jennifer J. Nichols, Senior Program Officer, AAUP Department of Organizing & Services; and David F. Walsh (Emeritus) President, Connecticut State University-AAUP, moderated the discussion on the topic “The Kitchen Table in the Ivory Tower: The Personal & Professional Impact of Economic Hard Times.” Fairfield AAUP Chapter President Kathy Nantz presented the third annual George

E. Lang Jr. AAUP Award to Fairfield University faculty member Matt Kubasik, *Chemistry*, Fairfield University. Professor Lang’s wife Mary Beth attended the event.

May 28, New Britain, CT—President Irene Mulvey, Vijay Nair, and Flo Hatcher traveled to the **CSU-AAUP** offices on the campus of Central Connecticut State University to meet with UCONN-AAUP Executive Director Ed Marth and President-Elect Tom Peters. A number of items were discussed, including the planning of a lobbying event on educational issues and the selection of a UCONN Liaison to the CSC-AAUP.

June 9-13, Washington, D.C.—Ruth Anne Baumgartner, Albert Buatti, David Bedding, Irene Mulvey, and Jason Jones joined Vijay Nair and Flo Hatcher for the **96th AAUP Annual Meeting on the State of Higher Education**. Irene Mulvey, drawing on the experience of UCONN-AAUP member Anne Doyle, organized a series of successful legislative office visits as part of Capitol Hill Day activities. They were joined by UCONN-AAUP members Tom Bontly, Scott Brohinsky, Leslie Gemme, Ed Marth, Tom Peters, and Carl Schaefer. Thursday CSC-AAUP members participated in CBC meetings at which Jason Jones was elected CBC Executive Committee member at large. Friday, delegates participated in ASC meetings; and on Saturday and Sunday Irene, Anne, and Flo took part in national Council meetings. Irene was elected Executive Committee member at large from Council.

July 29-August 1, San Diego, CA—Flo Hatcher, Jason Jones, Irene Mulvey, and Vijay Nair flew to San Diego State University to join a record member turnout for the **AAUP Summer Institute**. This was without doubt the best “union camp” to date and resulted from a tremendous amount of hard work by national AAUP DOS staff, the CBC, ASC, and others. Irene joined Fairfield University colleague Rick De Witt in workshop and seminar presentations. Two hundred ninety attendees traveled from all across the United States for concentrated sessions on topics confronting faculty today and departed with innovative tools, strategies, and brilliant maneuvers to mount new organizing campaigns or to accomplish successful contract negotiations. Interactions with colleagues resulted in new friends and additional good ideas. There are plans for an East Coast location for 2011.

August 20-22, Stevensville, MD—Irene Mulvey met with colleagues at the annual **AAUP Executive Committee Retreat**. National AAUP staff members, including General Secretary Gary Rhoades, joined in the festivities.

September (various dates) New Haven, Williamantic, New Britain, Hartford—Vijay Nair made a “listening tour” of the CSU campuses in his new role as CSU-AAUP President for a series of face-to-face meetings. He also met with State Employee Bargaining Agents Coalition (SEBAC) colleagues in preparation for the November legislative elections.

September 17, Paxton, MA—Irene Mulvey, Rick DeWitt, and other FWC/AAUP members traveled to **Anna Maria College** to consult with faculty senate members about shared-governance concerns. The two institutions have developed a collegial working relationship established by Vijay Nair in his role as CSC-AAUP Past President.

September 25, Villanova, PA—Irene Mulvey, Vijay Nair, and Rick De Witt were presenters, panelists, and attendees at the **Mid-Atlantic Regional Conference on Leadership Skills**. With Rick De Witt, Irene spoke about “What Does a Strong Advocacy Chapter Look Like”; and with Rich De Witt, Puri Martinez (Eastern Carolina University, NC), and Harriet Gaddy (Centenary College, NJ), Irene presented “Developing and Maintaining Effective Chapter Leadership.”

October 8-9, Albuquerque, NM—Jason Jones and Vijay Nair gathered with collective bargaining colleagues at the **Fall CBC Regional Meeting**. With David Witt (University of Akron, OH) Jason presented “Getting Our Message Across: On Campus and Beyond.” This was the second

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.

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 extend the terms of the grant to support travel by full- or part-time faculty for academic purposes.

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.

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.

CSC-AAUP is an organization exempt from federal taxes. Contributions to CSC-AAUP are tax-deductible to the extent permitted by law.

To apply for a grant from the Bard or Tenzer funds, 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 but should be submitted at least six weeks before the date of the event. Tenzer Grants are made on a rolling basis: now is a good time to make your plans for Spring and Summer 2011.

annual fall meeting, a new tradition that has taken the place of the former December business meeting. Expanded offerings included new Saturday afternoon workshops, in addition to those held on Friday afternoon and Saturday morning; Friday night featured a banquet and keynote address. CBC Executive Committee officers and national staff members conducted other workshops on relevant topics.

November 10, Boston, MA—Vijay Nair attended an **arbitration workshop**. The CSU-AAUP will begin preparations for 2011 contract negotiations, and Vijay will be the CSU-AAUP lead negotiator.

November 12-14, Washington, D.C.—**The AAUP Shared Governance Conference and Workshops**, three days of presentations exploring all aspects of college and university governance, offered an opportunity to network with governance leaders from across the country, plus expert-led training workshops for governance leaders and those aspiring to positions of leadership. Irene Mulvey presented “The Relation of AAUP Chapters to Senates” with Lenore Beaky (La Guardia Community College, NY) and David Witt (University of Akron, OH). Vijay Nair was an attendee.

November 17, Hartford, CT—Dave Bedding, Mort Tenzer, and Flo Hatcher participated in the **CT Emeritus Assembly Meeting** featuring Mark French, the CT State Board of Higher Education Associate Director for Financial Aid. “New Era in Student Aid: Money For Students Not Banks” was the title of his impressive presentation that touched on all facets of the new SAFRA legislation and its impact on students,

A Counter-Conference: Strategies for Defending Higher Education

(posted to the Contingent Academics Mailing List <adj-l@adj-l.org> by Bob Samuels, President, UC-AFT

This counter-conference will take place during the annual Modern Language Convention in Los Angeles, January 8, 2011, from 1:00 to 5:00 at Loyola Law School (919 Albany St). While thousands of people will be meeting at the traditional convention, we will hold a one-day event centered on discussing actual strategies for making higher education more just. Speakers will be presenting short papers on topics like the death of tenure, the corporatization of the university, the possibilities of unionization, direct social action, the use and abuse of graduate students, organizing contingent faculty, and taking back shared governance.

Schedule:

- Remaking the University of California: 1:00–1:45
Catharine Liu, Chris Newfield, Joshua Clover
- Defending the Humanities and Shared Governance: 1:45–2:30
Cary Nelson, Jeffrey Williams, Michelle Masse
- Organizing Labor and the Academic Class War: 2:30–3:15
Marc Bousquet, Maria Maisto, Joe Berry
- Quality, Access, and Affordability: 3:30–4:15
Murray Sperber and Bob Samuels
- Open Discussion on Strategies for Changing Higher Education: 4:15–4:45.
(We may also add a panel on student organizing)

Please RSVP to bobsamuels_us@yahoo.com if you plan to come; a \$10 donation will be suggested but not required, and you do not have to be a member of MLA to attend.

CBC East Coast Regional Meeting

Saturday, January 29, 2011

Hilton Back Bay Hotel

40 Dalton Street...Boston, MA...(617) 236-1100

9:30 – 10:30am Registration Check-In

10:30- 11:20am “Faculty Governance in an Era of Restructuring”

As institutions move to implement programmatic changes and cuts as drastic cost-saving measures, strong faculty governance in decision-making is critical to protect our students and our profession. Attendees will discuss chapters’ roles in effectively confronting the challenges posed by institutional restructuring plans.

10-Minute Break

11:30am – 12:20pm “Non-Tenure-Track Faculty Organizing: Building Support, Fighting Resistance, and Finding Common Ground”

Whether in separate or combined units, the interests of non-tenure-track and tenure-track/tenured faculty members are closely tied. How can we organize among both groups to address NTT concerns and to overcome the divide-and-conquer tactics that hurt us all?

12:30 – 1:20 pm Lunch
Keynote Speakers: Cary Nelson, AAUP President
Gary Rhoades, AAUP General Secretary

1:30 – 2:20pm “Diagnosing Institutional Financial Health: A Brief Primer”

We will focus on how to understand and compute the most important metrics in determining the financial health of your institution. It is often the case that administrations claim they are broke, but in most cases this is far from the truth.

10-Minute Break

2:30 – 3:20pm “Winning Contract Campaigns”

Contract negotiations take place at the negotiating table, but very successful negotiations depend on a larger, broad-based contract campaign. This workshop offers several strategies chapters can use to activate faculty and make negotiations work to their favor.

10-Minute Break

3:30 – 4:20pm “Chapter to Chapter: A Bargaining Roundtable Discussion”

This informal session offers attendees the opportunity to get advice from each other on specific chapter problems, share ideas, and showcase their success stories. To facilitate discussion, we will break up into small groups.

Call for Papers

“Defining the Future of Public Higher Education”

posted by Paola Espinosa, Ph.D. Student, *Ecology and Evolution*, State University of New York at Stony Brook <espinosa.pao@gmail.com> via the Coalition of Graduate Employee Unions

Friday, March 18th, 2011

State University of New York at Stony Brook
Stony Brook, NY

The current financial crisis has aggravated the crisis in the Public Higher Education system. Instead of implementing measures oriented to protect and strengthen one of the most effective instruments of inclusion, development, and social justice, our representatives, legislators, and administrators are endorsing budgetary policies that seek to dismantle our public institutions. While some actors are announcing the end of public higher education and accepting the incorporation of private interests as the only reasonable solution for this conjuncture, others have decided to fight back in defense of what they believe is a social right that cannot and should not be privatized. As the recent protests and demonstrations in Puerto Rico, London, Athens, Louisiana, New York, Paris, and Sofia confirm, many students, educators, workers, activists, and citizens are ready to recover and rehabilitate the principle of public education by finding ways to construct alternative, socially oriented, non-private solutions to the crisis. We, undergraduate and graduate students at the State University of New York at Stony Brook, as citizens and members of the largest public higher educational institution in New York State, want to contribute to this movement.

Under the topic “Defining the Future of Public Higher Education” this conference seeks to gather critical, multidisciplinary reflections on the past, present, and future of Public Higher Education both in New York State and across the country. Convinced that the current financial crisis must be overcome by reinforcing and not dismantling our Public Higher Education systems, certain that the only way to address this crisis is through informed, co-ordinated, and systematic action, and aiming to restate the idea of education as a unalienable social right, we invite presenters to analyze and discuss topics such as

The Concept of the Public in Education
Higher Public Education and Social Development
Higher Public Education and Economic Development
Private Interests in Education and Academic Research
Education as a Social Right and a Tool for Social Equality
Public Higher Education and Tax Reform
The Crisis of Public Higher Education in Global Perspective
Economic Crises and Education
Technocracy and Education

If you are interested in presenting, please send a 250 word abstract in English and in word format (.doc). The e-mail should include name, academic affiliation, and contact information.

Panel proposals and alternative, non-paper presentations will also be given consideration.

Please submit proposals and questions to <sunysb.publiceducation@gmail.com>.

Deadline: February 7, 2011

Call for Panels

LEFT FORUM 2011

"Toward a Politics of Solidarity"

March 18-21
Pace University

<http://www.leftforum.org/conference/2011>

Left Forum is now calling for panel proposals for the 2011 conference. This year's theme is "Toward a Politics of Solidarity." Early panel submissions are strongly encouraged. For inquiries, contact panels@leftforum.org.

Helpful links:

to see instructions on how to submit a panel: <http://www.leftforum.org/panels/instructions>.

to see panels from last year's conference: <http://leftforum.org/conferences/2010>

About Left Forum:

Convening each spring in New York City, Left Forum is the largest annual international conference of its kind. Continuing a tradition begun in the 1960s, the conference involves a broad spectrum of intellectuals, organizers, academics, activists, and the general public from a wide range of Left political backgrounds who come together to share ideas and offer critical perspectives on the world. The Left Forum 2010 conference drew over 3,000 participants for 230 panels. In previous years, it has devoted several panels to academic labor, and is looking forward to open further space to these issues.

posted by Vicente Rubio, *Hispanic Languages and Literature* (graduate student), SUNY-Stonybrook; Instructor (part-time), Fordham University

NATIONAL CONTINGENT- FACULTY NEWS

J. GLANVILL

Joseph Glanvill coined the term “scholar gypsy” in his The Vanity of Dogmatizing (1661); Victorian poet Matthew Arnold turned the phrase to his own uses in two poems. Since many academic contingent workers describe themselves in the same way, we found its originator an apt pseudonymous byline for this column.

J. Glanvill will continue to report on issues affecting part-time, temporary, and non-tenure-track faculty.

a report on COCAL IX—August 12-15, 2010 Coalition of Contingent Academic Labor Université Laval—Québec City, Canada

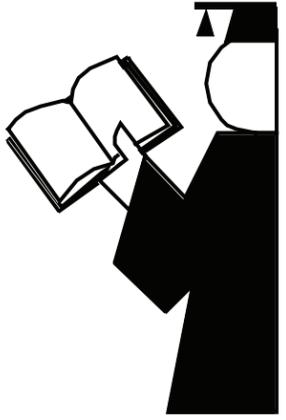
First of all, I invite you to visit the site: <<http://cocalinternational.org/events.html>> to view images of the August 13-15, 2010 COCAL IX conference. The main campus of Université Laval, the oldest center of Canadian education, located in historic Québec City, Québec, was selected two years ago by the international steering committee for this ninth gathering. Over 250 contingent faculty from across the United States, Mexico, and Canada traveled to this grand old city for the ninth Coalition of Contingent Academic Labor conference and a rousing discussion of higher-educational issues in this time of severe fiscal constraints. The event, organized by and for contingent faculty, was co-sponsored by a number of national organizations including the AAUP. Registrations paid by attendees defrayed the majority of the expense involved, with the host campus providing local organization (and grant funding) assisted by the international steering committee. The COCAL conference is an enormous undertaking because many contingent faculty do not have permanent links to campus and rely on colleagues and the goodwill of the local administration to provide critical support. Instantaneous translation services are a costly necessity for a successful international conference, and the host campus in this case provided excellent instantaneous communication for speaker and audience. A visit to the COCAL site provides not only a visual record but a written and spoken one as well. It is significant that leaders from the major U.S. unions were present or represented at the conference (the unions/associations provide economic co-sponsorship support).

Nicole Blouin, Vice President of Communications, Syndicat des chargées et chargés de cours de l'Université Laval (SCCCUL), and Marie Blais, Vice President, Fédération nationale des enseignantes et des enseignants du Québec (FNEEQ-CSN) provided local on-the-ground conference development, including grant applications, lodging and meal arrangements, excursions and festive activities, etc. Most attendees stayed in dorms at the conference site, but a few stayed in nearby members' homes. The success of an enterprise of this magnitude requires phenomenal patience, grace, and outstanding organizing skills. Nicole and Marie were indefatigable in ensuring that every speaker, workshop, seminar, attendee, and traveler had the necessary equipment and materials for a successful experience, and the international contingent community is grateful. A visit to the site conveys the enthusiasm, energy, and richness of the COCAL IX experience.

A brief report from Marcia Newfield (Vice President Part-Time Personnel, PSC, City University of New York):

This was the 9th bi-annual COCAL (Coalition of Contingent Academic Labor), which started in 1996, and what has been accomplished? For one thing, contingents are on the map and, employing the Canadian term for contingents, are known as le precariat, the precarious. It's a worldwide phenomenon, and in 2009, New Unionism, a UK group, produced a website on the global issue of workers without security in every job category: <<http://newunionism.wordpress.com/2009/11/22/precariat>>.

COCAL IX speakers noted that the higher-educational situation is a dramatic example of neo-liberal philosophy and practices, and what we are experiencing now is the culmination of years of public de-funding, a consumer client mindset, administrative dominance, privatization, and anti-intellectualism in the countries of North America. We are paying the costs of the past now...paying for indifference to the perception of education as a private versus a public good, and paying for a profit paradigm for social organization. COCAL is a concordance of contingent academic labor in the U.S., Canada, and Mexico; and the Mexican speakers attested to the manifestation of these trends throughout North America. In Latin America, neo-liberalism dominated years ago, along with concurrent resistance (as in Oaxaca and Bolivia). The U.S. has been fiercely suffering these pangs in the last decade; and Canada, which was farthest ahead, is fighting back now against the government and employer attempts to erase the gains they have made.



David Robinson (Association Director of CAUT, the Canadian Association of University Teachers representing 65,000 academic professionals) spoke about the “apparent paradox” of governments touting the importance of higher education, while at the same time increasing the numbers of part-time employees. Vinnie Tirelli (PSC/CUNY graduate and adjunct faculty) based his Ph.D. thesis on an investigation of Contingent Organizing and he spoke about the “shock doctrine” use of privatization and corporatizing of CUNY that enforces hierarchy and inequality to the detriment of the lowest-income students. Karen Hawley (representative from NUPGE, national coalition of eleven unions of 340,000 public and general employees), reported that 400,000 jobs have been lost using deficits as an excuse, even though Canada is the best of the G7 countries and

10th lowest in taxes. The government is now cutting the corporate tax rate and freezing wages, thus hurting public education and workers. The group is resisting by training 100 front-line workers in delivering 30-minute presentations to lead to an alternative vision. Lorenza Manoatl (SUNAM—the Workers' Union of the National Autonomous University of Mexico represents 35,000 employees) reported that students pay 67% of teachers' fees. “The social right to education is not respected by the state and ruling economic sector. We need to go back to heart—recognize the importance of academic leadership versus the power of bureaucracies.”

Puma Freytag (President of SCCCUL, representing 1800 contract faculty) concurred that the government and administration wants to demolish contract accomplishments negotiated in the 1960s; they want to impose a neo-liberal model, reducing the decision-making power of the academy. Two-thirds of the Board of Directors come from the business sector. The Boards have suggested greater recruitment of international students, a splitting/fragmentation of teaching duties, and the bypassing of academic governance. FNEEQ (National Federation of Teachers of Quebec, which includes 89 unions and 27,000 members) set up opposition strategies focused on consolidation and enhancement of people to defend public service and not to support external business managers. Twice faculty defeated a pro-management bill, but in the interim, tuition has been raised and differentials established. The California Part-time Faculty Association (CPFA) march across California this year connected students and all unions with monthly preparation meetings.

A few of the solutions suggested: reinforce our links, build stronger networks, message how the system works to people, and consciously build more solidarity with students. It seems to be a cross-cultural truism that business leaders hate bad press—many actions can be planned to point out the outrageous violations and abuses in a university. Someone suggested that the language of environment studies and the justice movement should be used to describe and change the university. Viewing it as an ecosystem could point out imbalances and ultimately counter the prevailing consumer culture mindset. It could create a message based on values, gross national happiness, wellness, and how to have a different future.

Arturo Ramos ((STAUACH—Universidad Autónoma Chapingo) and Maria Teresa Lechuga (STUNAM—Universidad Nacional Autónoma de Mexico) have written a book on the condition of contingent workers. Magistr Changarrizaiton, in which they tell the story of UNAM's 350,000 students and its 35,000 teachers, 80% of which are contingent.

Marie Blais (FNEEQ-CSN-national federation of 89 unions in education) reported that the first unionization of lecturers in Montreal started in 1970. Growth has been steady since then, with only 1100 faculty at McGill not organized. Since 2000 all the unions in hotels, markets, etc., have coordinated their negotiations. The Table of Partners, a coalition of all unions and student associations, has fought against the government mode of endorsing a management centric Board of Directors. They have made gains (11% salary raise), but this has been paralleled by administrations creating jobs out of status, and tuition fees doubling.

The New Faculty Majority, a recently formed adjunct national group, has selected unemployment insurance as their key target. Graduate students were presenting again at COCAL with workshops and seminars devoted to their concerns. There are plans for meetings of the Coalition of Graduate Employee Unions (CGEU) and COCAL to happen at the same time and place. The COCAL steering committee, with a CGEU representative, will continue to meet by conference call.

The subject of the closing plenary was what has happened since the last COCAL conference in 2008 in San Diego. Presenters were Cary Nelson, Sandra Schroeder, Penni Stuart, Marie Teresa, and Jean Trudelle. Jean Trudelle remarked on the absence of the press in supporting significant events such as the one in Canada where thirteen organizations supported a resolution battling tuition fees and there was only one press reporter. Cary Nelson brought the house down when he said that he valued the good humor, intelligence, and resourcefulness of contingent faculty, whom he believed deserved a form of tenure in order for the university to be what it should be. The AAUP report on tenure and teaching-intensive appointments for contingents bears this out and was formally released this past Labor Day. The next Coalition of Contingent Academic Labor Conference is planned for Mexico City in 2012. For updated information visit the COCAL site or AAUP <http://www.aup.org/AAUP/about/events/>.



A Note from the President:



Irene T. Mulvey, Mathematics, Fairfield University

Planning for the CSC-AAUP Annual Meeting is proceeding apace. Last May our meeting subject was “The Kitchen Table in the Ivory Tower: The Personal and Professional Impact of Economic Hard Times” (see the logo, below). The meeting was well attended and the presentations were very well received. Given the recent emphasis on community colleges at the White House, the urgent needs of community college faculty and students, and the importance of the community college system, we are planning to make community colleges the focus this year. Watch the Conference website and the next issue of *Vanguard* for more information on what we hope will be another exciting CSC-AAUP Annual Meeting!



The protection and exercise of academic freedom is an ongoing mission. Join AAUP.

Funding for Academic Travel: About the Tenzer Fund

It is time to make plans for those important disciplinary conferences often held far away from your home institution. Requiring funds for travel and registration can place these gatherings out of reach for many, especially if your local funding is scarce or non-existent. Hosting guest speakers on your own campus can also be financially difficult in these times of budget constrictions.

For full-time and part-time faculty alike, remaining current in one's field is vital, as is maintaining academic relationships. The Connecticut State Conference-AAUP has travel funds available for academic purposes.

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 the AAUP principles of academic freedom and the common good. In 2009 the Executive Committee voted to extend the grants to cover travel by full- or part-time faculty for academic purposes.

You are encouraged to apply for a grant of up to \$350 from the Tenzer Fund, or to request more information: contact Flo Hatcher at the Conference Office.

Regional News...

Emerson College Part-Time Faculty Union Achieves 'Fair Share'

AAUP press release

The Affiliated Faculty of Emerson College collective bargaining chapter of the AAUP scored a decisive victory when it announced that the chapter had met the November 1 deadline to achieve the 58 percent membership required to trigger the Fair Share provision of its latest contract. Chapter president David Kociemba notified the Emerson College administration that AFEC-AAUP had achieved 68 percent membership among the nearly 220 part-time faculty at Emerson—10 percent more than necessary to activate fair share.

The provision, sometimes called agency fee, requires every faculty member covered by the contract to contribute to the cost of negotiating, administering, and enforcing it. “Fair share” is based on the premise that since everyone benefits from the contract—through legally binding pay raises, access to a grievance process and outside arbitration, and other rights—everyone should help to cover the costs incurred by the union, given the union's legal responsibility to represent all members of the bargaining unit. The strong majority membership and fair-share provision will provide the resources necessary for the AFEC-AAUP chapter to more effectively represent part-time faculty and enforce their contract.

Emerson part-time faculty voted to unionize in 2001 and successfully negotiated their second

Save the date...

Annual Conference on the State of Higher Education

in conjunction with the National AAUP Annual Meeting

**June 8-12, 2011
Omni Shoreham Hotel
Washington, D.C.**

Among the questions the conference intends to explore::

- The role of faculty in institutional decision making
- Challenges to academic freedom in the United States and abroad
- The exploitation of contingent labor in colleges and universities
- The conflict between institutional rankings and educational priorities
- Strategic approaches to furloughs, cut-backs and salary freezes
- Funding and defunding public education
- Increasing access to tenure
- On-line education: the pros and cons
- Assessment and accountability
- The corporatization of teaching and research
- Race, gender, and sexual orientation
- Discrimination in hiring, promotion and tenure
- The 21st century curriculum
- Teaching and writing about environmental issues

Watch the AAUP website for details as they become available.

contract in August 2009. The contract's highlights include a professional development fund for faculty research and conference travel, annual pay increases of two to four percent, increased compensation for service work, access to health-care benefits, and a strong grievance procedure.

The Emerson chapter's victory follows a similar win at Suffolk University last fall, where the Suffolk Affiliated Faculty (SAF-AAUP) succeeded in triggering a similar contractual clause by achieving 58 percent membership among its nearly 360-person unit. There are approximately 680,000 part-time faculty members in the US. About 35 percent of them are represented by one of the 299 unions nationwide that include part-time faculty in their bargaining units.

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 whole of the institution or upon the faculty, but specifically upon its present administration. The term ‘administration’ includes the administrative officers and the governing board of the institution....Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list....The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.”

The Connecticut Conference of AAUP decided in 1999 to publish the list of Connecticut institutions of higher learning under censure, together with the date of the censure decision, in each issue of *Vanguard*. Two Connecticut institutions are currently on the AAUP list:

Albertus Magnus College...under censure since June 2000
University of Bridgeport...under censure since June 1994