

Rutgers AAUP-AFT

April 2007

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for Negotiations**
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Update on Negotiations for the Full Time Faculty and TA/GA Bargaining Unit

The AAUP-AFT Negotiating Team held their fourth and fifth bargaining sessions with the University administration on April 11 and April 17. On April 11, discussions continued on Article X and, on April 17, the topics were FASIP process, additions to the non-discrimination clause, and TA/GA workload. The next session is scheduled on May 4.

In addition to the salary increases we reported in the last Bargaining Bulletin, we have proposed a State-Imposed Offset up to 2% in the first year to cover any increases in health care and pension contributions.

The Rutgers administration team has proposed to change the rate structure for motor vehicle registration. The proposed changes are: (1) increase all rates by 25% (new maximum rate will be .0050 times annual salary), and (2) the minimum fee for all bargaining unit members shall be \$150. We also expect the administration to make its own economic proposal soon.

Promotion & Tenure Workshop in Newark-Sponsored by Rutgers AAUP-AFT **Monday, April 30**

Provost's Large Conference Room, Room 590, Center for Law & Justice
Registration/Lunch: 11:30 AM, Program Noon-2 PM

Newark Panel Participants

Steven Diner, Provost & Member of Promotion Review Committee (PRC Review)

Jan Lewis, Acting Dean, FAS (Dean's Review)

Aleksandr Kogan, Professor, Accounting & Information Studies, Business School
(A & P Committee Review)

Lee Mosher, Professor, Mathematics & Computer Sciences, FASN
(Department Review)

Sallie Kasper, Assistant Dean, FASN Dean's Office (Form 1 & Packet Prep)

James Schlegel, Professor, Chemistry, FASN (Moderator)

RSVP ASAP: 732-445-2278, ext. 11 or by email: wendya@rutgersaaup.org

2007 Wells H. Keddie Scholarship Awarded

The trustees of the Wells H. Keddie Scholarship Fund are happy and honored to announce the 2007 winner, **Sumia Ibrahim**, a Political Science & Art History student, and the honorable mention, **Suguna Sridhar**, a Political Science student. The Rutgers AAUP-AFT held a luncheon on Thursday, April 19 to celebrate with the winners, their nominators and recommenders. This scholarship, dedicated to rewarding students who combine solid scholarship and social activism, was created in honor of Wells H. Keddie, former Rutgers AAUP-AFT activist and labor studies professor. Please think ahead to next year's scholarship to consider which of your students may be a nominee. The deadline for submission is mid-February 2008. If you would like to make a tax-deductible donation to this scholarship, please contact the AAUP-AFT office.

AFT Faculty and College Excellence Campaign: An Important Component of Quality Education

This page covers two AFT projects that are helping the Rutgers faculty union grow and strengthen.

Union of Rutgers Administrators-AFT

The American Federation of Teachers (AFT) is helping the administrative/ professional/ supervisory employees at Rutgers organize. Since President McCormick signed the Neutrality Agreement with the Union of Rutgers Administrators (URA-AFT) in February, they now have the right to exercise their freedom of choice to discuss



and decide whether or not to unionize without having to endure an anti-union campaign. URA is preparing to file union authorization cards soon. Call URA-AFT at 732-745-0300 or visit their website for more information at <http://www.ura-aft.org>.

FACE: Faculty and College Excellence Campaign

The AFT Faculty and College Excellence (FACE) campaign is an important new legislative effort at the state government level. AFT's excellent track record in legislative advocacy is one of the reasons Rutgers AAUP affiliated with the AFT in 2005. We have been discussing the problem of contingency and loss of tenure track positions for some time now. In the last newsletter, we reported on the problem of contingency, highlighting Schuster and Finkelstein's long-term empirical study of the restructuring of the American academy (Visit our website www.rutgersaaup.org to read the report, "On the Brink;" click on the link to read more about the non-tenure track caucus.) Now, we turn to specifics about what we can do about contingency.

Member activism through participation in AFT's Faculty and College Excellence (FACE) campaign could win restoration of the ranks of full time faculty for the benefit of quality undergraduate education. AFT's call to action is a two-level campaign, state and federal. Most of the work must take place in each state, since the federal role in education is limited. Pennsylvania has just become the tenth state to introduce Faculty and College Excellence (FACE) legislation. New Jersey is set to introduce our own legislation; Patrick Diegnan, chair of the Assembly Higher Education Committee, is the prime sponsor.

FACE standards include the provision that the percentage of undergraduate courses taught by full time faculty at public institutions of higher education should be no less than 75% in departments with at

least eight full time equivalent faculty positions. The legislation would set up a phase-in mechanism that is flexible but requires significant steps be taken to reduce the size of the gap between the percentage of undergraduate courses taught by tenured and tenure-track faculty and the legislature's goal. The plan would be subject to collective bargaining between the public institution of higher education and the unions representing the part-time faculty and the full time faculty.

The legislation contains a provision that requires public institutions of higher education to create new full time positions and to create opportunities for part-time/ adjunct faculty to attain full time positions to the greatest extent possible. In addition, the legislation aims to have public institutions of higher education establish a process under which part-time faculty receive timely notice of and priority consideration for full time teaching assignments, consistent with institutional and state policies. This process would contain working conditions such as (1) the right to accumulate seniority, (2) notification of job openings prior to the job being posted outside the institution, and (3) preferential consideration for appointments. These provisions would also be subject to collective bargaining between the institution and the union for part-time and adjunct faculty.

Students cannot get the consistent support and guidance they need from faculty members who are underpaid, not regularly available outside class time, and unable to participate in developing academic programs. Part-time faculty provide some of the best teaching available, but they are working under enormous handicaps because they are deprived of the normal rights and privileges of full time faculty, which include academic freedom, participation in governance, and support for research and scholarship.

Although the federal role in addressing higher education staffing issues is limited, there are two areas where federal legislation could run on a parallel track: (1) mandate a national study on the growth of part-time and other non-tenure track positions, and (2) require accrediting agencies to include in their requirements that a preponderance of faculty members should be full-time and have the benefit of tenure.

Visit www.aftface.org for more information.

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Email Notice: Stay in the loop for critical
AAUP-AFT communications by
setting your spam filters to accept notices from
aaup@rutgersaaup.org or the domain rutgersaaup.org

Promotion and Tenure Process: Frequently Asked Questions

Rutgers AAUP-AFT has pulled together information regarding the evaluation process for faculty under the University's Academic Reappointment/Promotion Instructions and prepared a "FAQ" document to be distributed at the workshops. Below is a sampling of questions that prospective candidates for promotion and reappointment frequently ask. Contact our office at 732-445-2278 or send email to aaup@rutgersaaup.org, if you would like a copy of the complete booklet.

NOTE: This information is based upon the University's Academic Reappointment/Promotion Instructions, University policies, and experiences of the staff of the Rutgers AAUP-AFT. The guidelines are provided for general information purposes and may not apply or be advisable in all circumstances.

When will I be evaluated?

For tenure-track faculty, evaluations generally occur in the 3rd and 6th year of the probationary period. That is, appointments are usually for two three-year terms with the evaluation for tenure occurring in sixth and final year of the probationary period.

Tenured faculty who have been in rank at least six years and have not been evaluated for at least four years may self-initiate an evaluation. A department may determine to put forward a candidate at any time. Clinical appointments are renewable appointments for terms of three or more years.

Faculty who wish to be considered for promotion to a higher rank should discuss the appropriate timing with their department chairs/deans/directors.

Are there circumstances where a faculty member can request to have time excluded from the probationary period?

Yes. Provisions in the Collective Bargaining Agreement between the University and the AAUP-AFT allow for an exclusion of time from the probationary period if a faculty member has: 1) been on Family Leave; 2) taken a leave of absence without pay; and/or 3) has become a parent during the probationary period or immediately prior to appointment. The language explicitly disallows exclusions during the final year of the probationary period. Faculty members with questions regarding the probationary period should consult the language of the Agreement (Articles XVI and XVII) and contact the AAUP-AFT with any questions.

When should I talk with my department chair about the evaluation process?

It's never too soon to have a discussion with your department chair about the evaluation process. As a prospective candidate, you need to have a full understanding of the requirements and standards appropriate to your field—engage your department chair and colleagues in an ongoing dialogue regarding these matters. If your department chair isn't able to provide you with the information you seek (and even if she or he is), talk with other senior colleagues in your department or in areas allied with your own.

What can I do during the probationary period to help me prepare for the task of putting my packet together?

Keep an ongoing file to document your activities in the areas of research, teaching and service (or criteria appropriate to your appointment). It's recommended that you start the task of completing Form 1 from day 1. Form 1 is the "Recommendation Information Form" that's found in the Academic Reappointment/Promotion Instructions. Keep Form 1 on your computer and update it continually. Keep copies of invitations, contracts, awards, etc., that you will want to include in your packet in a separate file for easy access when it's time to put the packet together.

It's also a good idea to keep notes regarding people you meet at conferences or elsewhere who are known experts in your area. This may be helpful when considering potential external letter writers—all the better if they've remarked favorably on a presentation or recent article, etc.

AFT Member Benefits

For all the details, visit <http://www.aft.org>

Rutgers AAUP members affiliated with the American Federation of Teachers (AFT) in 2005. This affiliation agreement means that members have access to a new set of benefits in addition to those from AAUP. Here is one: If you accompany six students on an educational tour, you as a member paying full dues to your AAUP-AFT chapter can travel free:

- EF Educational Tours—International Travel for Teachers and Students
- EF Explore America—Domestic Travel for Teachers and Students

Part-Time Lecturer Faculty Chapter News

PTL Bargaining Update

Contract negotiations continue with sessions scheduled on April 13 and May 1. On April 13, the team received from the University administration formal responses to our proposals, including counter-proposals on several issues. Tentative agreement has been reached on three items, including clarification on support services. Formal proposals on salary increases have not been made yet. We expect to do that by early June. Overall, the tone of negotiations has been good. As always, however, we expect that the more contentious issues, e.g. salary, health benefits, job security, will be very difficult to resolve. We will need the support of all our members to reach a decent contract. Please attend one of the PTL membership meetings.

PTL Membership Meetings

PTL membership meetings are scheduled for May. The main topics of discussion will be a detailed update on negotiations and how you can show your support for the PTL Bargaining Team.

All three PTL membership meetings are from 12-2 PM with lunch provided. Please RSVP to deniseb@rutgersaaup.org.

Tuesday, May 8:
Camden Student Center in the Octagon Dining Room

Thursday, May 10:
Newark, Paul Robeson Campus Center in Room 235

Saturday, May 12:
New Brunswick, Labor Education Center in Room 115

Graphic Work: Imaging Today's Labor Movement

PTL Robin Brownfield has a piece in a show called "Graphic Work: Imaging Today's Labor Movement" at Gallery 1199 in New York City. The show is open from April 5 to April 30, Monday through Friday 9-5. Gallery 1199 is located at 310 w 43rd Street, NY, NY 10036. "Graphic Work" contains 40 posters representing the new face of labor. A project of the Workforce Development Institute, Bread & Roses Project of 1199 SEIU, and JustSeeds.org, "Graphic Work" is curated by Josh MacPhee and Zoeann Murphy.

Contact Karen Thompson (PTL in English & staff rep) at kgt@rci.rutgersaaup.org or call 732-445-2278.

Legislative Update

AAUP-AFT-New Brunswick Legislative Breakfast

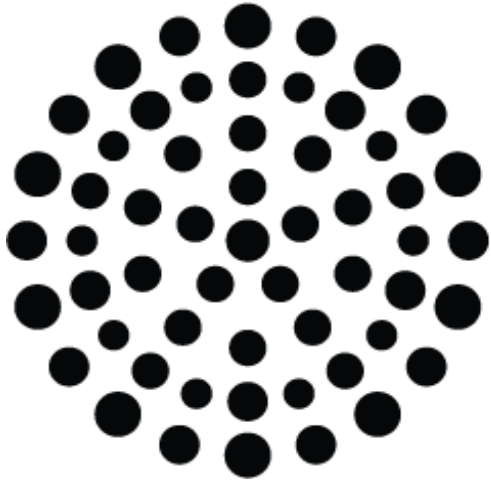
Regional legislative breakfasts were held throughout the state in March and April. On March 21, on the Cook/Douglass campus in New Brunswick, Rutgers AAUP-AFT welcomed: State Senator Barbara Buono (D, District 18—Edison); State Senator Bob Smith (D, District 17—Piscataway); Assemblyman Patrick Diegnan (D, District 18—South Plainfield); Assemblyman Samuel Thompson (R, District 13—Matawan); and Upendra Chivukula (D, District 17—Somerset). State Senator Ray Lesniak (D, District 20—Union) could not attend but scheduled another time to meet with the AAUP-AFT.

The themes that emerged at the legislative breakfasts were the need for a dedicated funding source for higher education and an effective means of accountability over the university system. The legislators discussed the idea of re-establishing the office of chancellor or a Governor's Cabinet-level post. Ideas about where to find the revenue for a dedicated revenue source for higher education included establishing a tax on one of the following: professional services rendered which is triggered by the cost of the service, e.g. over \$750; Video Lottery Terminals (VLT); or casinos. The current New Jersey tax rate on casinos is 9.2%, while neighboring states have much higher rates. However, the casino industry claims they lost money this past year. Assemblyman Patrick Diegnan is set to introduce New Jersey's FACE legislation, see page 2 on FACE.

For more info, contact Patrick Nowlan at pnowlan@rutgersaaup.org and become active on the Legislative Committee chaired by Bob Angelo.

Rutgers One: Campaign to Increase Funding

The Rutgers One coalition of faculty, students, alumni, and staff is fighting for increased funding for Rutgers. The Governor has proposed a \$12.3 million increase, but this does not nearly make up for the cut Rutgers suffered last year. Rutgers One is developing a postcard to send to legislators, indicating support for increased state funding. We hope the postcards will be available for signing during Tent State University. This week-long gathering originated at Rutgers University in 2003 to support pro-democracy organizing. This year's event was postponed due to flood conditions. The opening ceremonies are scheduled to start Monday, April 23 at 12 Noon on Voorhees Mall. Rutgers AAUP-AFT will have a presence at Tent State University again this year.



AAUP-AFT
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**I Support
my
Bargaining
Team**

Please Post

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Rutgers AAUP-AFT Defends our Students against Radio Talk Show Host's Racism and Sexism

Rutgers AAUP-AFT President Lisa Klein and national AFT President, Edward McElroy, issued media releases defending our students against remarks made by Don Imus, a radio talk show host, who has now lost his job. This egregiously degrading comment uttered as if merely a joke was the proverbial "straw that broke the camel's back." We are proud of our students, the university community as a whole, and all people everywhere who stood up against this affront to human dignity. Racist and sexist remarks over the airwaves are not uttered in a vacuum; they point out the shortcomings of our society. On April 19, 2007, the Executive Council of the Rutgers AAUP-AFT passed a resolution that re-commits the faculty to action in the ongoing effort to end racism and sexism. Visit www.rutgersaaup.org

Lisa Klein, President, Rutgers AAUP-AFT, Piscataway, New Jersey:

"As President of the Rutgers faculty union, I wish to express my respect and support for the students of our Rutgers Women's Basketball Team. Our students are the community we serve as faculty and staff at the state university. We treasure all of our students. We cannot ignore this direct, unwarranted, and degrading attack on the reputation and honor of our students who are hard-working, dedicated, and the future leaders of our society. The so-called joke told by radio talk show host, Don Imus, is explicitly racist and sexist; we deplore such remarks. We, as educators, feel it is our responsibility to defend our students against such corrosive speech-acts that threaten the integrity of our society.

It is time for all of us to recommit ourselves to challenging racism and sexism and its effects on our society. On behalf of our members, the Executive Council of the Rutgers AAUP-AFT, at its meeting on April 19, 2007, will take up a resolution expressing our respect and support for our student-athletes and calling for action that creates a more civil media discourse."

Edward J. McElroy, President, American Federation of Teachers, Washington, DC:

"The members of the Rutgers women's basketball team have, by their dignified response to inappropriate and offensive remarks, provided an important teachable moment for our entire nation. We should seize that opportunity. As Lisa Klein, president of the AFT's affiliate at Rutgers University, notes: 'It is time for all of us to recommit ourselves to challenging racism and sexism and its effects on our society.'

Offensive remarks uttered by public figures about race, gender, ethnicity, language, religion and sexual orientation demean us all and should not be tolerated. If we are to build on the mosaic of strength that is our diversity, we must embrace—honestly and whole-heartedly—who we are as a nation. There is no excuse for bigotry; there is always room for important lessons."