

**AAUP-AFT**  
RUTGERS

Fall 2008

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This newsletter is being made available to you as a courtesy from Rutgers AAUP-AFT. Please join!

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## **Message from the President** **Lisa C. Klein, Professor II, Materials Science & Engineering**

This newsletter comes to you as a courtesy from Rutgers AAUP-AFT. Currently, you are paying a representation fee. Full dues are 0.75% of your salary if you are full-time faculty and 0.60% if you are a TA/GA. Upgrading to full membership costs just a few dollars more per pay period and gives you a voice and a vote in decisions about your salary and your benefits. The challenges we face in higher education have never been greater. Greater unity through increased participation by full-time faculty and TA/GAs translates into the power to defend and shape the future of higher education at Rutgers. Last budget cycle, we protected our salaries and fringe benefits from budget cuts by our advocacy efforts with AFT and NJ AFL-CIO. The budget fight this year will require extra diligence given the economic picture. We will remain vigilant on access to higher education, defending tenure, seeking improvements in working conditions for non-tenure track faculty, and collaboration on family-friendly policies. Shaping up for the new year is the proposed conversion of Horizon Blue Cross/Blue Shield from a non-profit to a for-profit health insurance company and its possible impact on our health benefits. Rights cannot be taken for granted; knowing your rights puts you in a position to respond effectively. Please join.

## **The Future of Diversity and Opportunity in Higher Education: A National Forum on Innovation and Collaboration December 3-5, 2008**

**Rutgers University, New Brunswick**

**Registration: \$300 for participants from host institutions  
and \$200 for all students**

**Hosts: RU, Columbia University, and College Board**

Opening plenary at the Heldrich Hotel; other sessions at Rutgers Student Center

<http://www.futurediversity.com/index.html>

Conference Overview: This conference responds to the urgent need for effective and lawful ways to advance diversity and opportunity by increasing access and participation for those currently marginalized from high quality higher education. It will focus on how to sustain institutional change, develop institutional collaborations, and leverage networks. The work presented at the conference will highlight transformative leadership, strategies that develop opportunity and knowledge networks, and programs and practices that enable colleges and universities to reconnect merit to their mission of building capacity, advancing knowledge and addressing pressing social problems.

### **Contact us today:**

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Mike Slott, President  
Part-time Lecturers Chapter  
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# Know Your Rights to Sabbatical Leave

Sabbaticals are a long-standing tradition in the academy. The Rutgers AAUP-AFT has in the past stood up in defense of sabbaticals as one of the terms and conditions of employment negotiated with RU administration.


It is sometimes possible for rights to be undermined by subtle pressures within a department. Knowing your rights can help you exercise them with knowledge and confidence. The following are the rights that tenured and tenure-track faculty have related to taking sabbatical leave under Article XXV in the Collective Bargaining Agreement:

- Tenure-track assistant professors are eligible for a one-semester sabbatical at 100% salary after working at Rutgers University for 6 semesters.
- A one-semester sabbatical at 100% salary is available to tenured and tenure-track faculty after 12 semesters.
- All other sabbaticals, whether one-semester or two semesters, are at 80% salary.
- Sabbaticals at 80% salary are paid through salary reduction.

The exceptions to these rights are that faculty in the last year of the probationary period or in a terminal year are not eligible.

The exact contract language of Article XXV "Sabbaticals" may be viewed here: <http://www.rutgersaaup.org/misc/Contract2007-2011.pdf>

Especially in the difficult economic times that loom ahead, you may find yourself asked to delay a sabbatical or pressured to apply for a two-semester sabbatical at 80% rather than a one-semester at 100%. Whether or not, you have such concerns, faculty are always welcome to seek confidential consultation about sabbatical plans by contacting the Rutgers AAUP-AFT office at 732-964-1000 or by sending an email query to [aaup@rutgersaaup.org](mailto:aaup@rutgersaaup.org).



A Union of Professionals

**AFT+**  
Member Benefits

**AFT + Member Benefits**  
For all details, visit <http://www.aft.org>

The American Federation of Teachers (AFT) offers full-dues-paying members of Rutgers AAUP-AFT certain member benefits beyond those guaranteed through the contract negotiated with Rutgers University administration. These benefits include financial services, insurance, travel, discounts and services, and scholarship opportunities. No union dues are used to provide these benefits. Visit <http://www.aft.org> for details. If you have a question on any of the AFT PLUS benefits, please send an e-mail to [aftplus@aft.org](mailto:aftplus@aft.org) or call 800/238-1133, ext. 8643.

# Rutgers Council of AAUP Chapters

American Association of University Professors  
American Federation of Teachers

## MEMBERSHIP APPLICATION

(Please Print)

Name \_\_\_\_\_  
Last First Middle

Department \_\_\_\_\_ Department Address \_\_\_\_\_

Campus: New Brunswick/Piscataway \_\_\_\_\_ \ Newark \_\_\_\_\_ \ Camden \_\_\_\_\_ \

Current Position: Full-Time Faculty \_\_\_\_\_ \ TA/GA \_\_\_\_\_ \ EOF \_\_\_\_\_ \ PTL \_\_\_\_\_ \

E-Mail Address \_\_\_\_\_

Home Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_

Local Home Address \_\_\_\_\_

City State Zip Code

Please fill in your SS#

Shaded Boxes For Office Use Only

X		SOCIAL SECURITY NUMBER										EFFECTIVE DATE					ELEMENT #					U		
	I				-													0	1	9	9	0		
1	2		4							12		15			20			21					25	26

I, undersigned, hereby apply for membership in the Rutgers Council of AAUP Chapters, AAUP-AFT. My membership shall remain in effect unless terminated by me upon written notice of withdrawal provided to the AAUP-AFT between December 15 and December 31 of any calendar year or by termination of employment. The filing of withdrawal shall be effective to halt dues deductions as of January 1 of the year immediately succeeding the date on which notice of withdrawal is filed.

### AAUP-AFT DUES DEDUCTION AUTHORIZATION

Concurrently, I, undersigned, also hereby authorize Rutgers, The State University of New Jersey to deduct from my earnings an amount as shall be certified by the Rutgers Council of AAUP Chapters, AAUP-AFT. The bi-weekly amount deducted shall be paid to the Rutgers Council of AAUP Chapters, AAUP-AFT. This authorization shall remain in effect until withdrawn by my submitting such withdrawal in writing to the AFT-AAUP for transmittal to the University.

X \_\_\_\_\_  
Signature of Employee Date

X \_\_\_\_\_  
Signature of AAUP-AFT Official Date

RETURN TO: 11 STONE STREET, NEW BRUNSWICK, NJ 08901-1113 (COLLEGE AVE CAMPUS) OR  
FAX TO (732) 964-1032

## Part-Time Lecturer Faculty News

**Mike Slott** is the new president of the Part-Time Lecturer Faculty Chapter of AAUP-AFT at Rutgers this Fall 2008. Mike teaches in the Labor Studies Department (SMLR) and also works for Health Professionals & Allied Employees, an AFT-affiliated health care union. Write to Mike Slott at this email address: [msslott@hpae.org](mailto:msslott@hpae.org).

**Professional Development Funds** will again be awarded this year to PTLs presenting meritorious applications. One of the elements required to apply for this benefit is that the Department Chairperson or Program Director must review and indicate endorsement of the professional development activity before the PTL may submit the application to the administration. Please visit our website for more information about the Professional Development Fund:

<http://rutgersaaup.org/ptl.htm#PDF>

Applications for professional development funds are due November 30, 2008 for Spring Semester 2009 disbursement of funds that reimburse PTLs for activities that either have been completed in Fall 2008 or after they are completed in Spring 2009. The professional development activity must be related to the PTL's Rutgers teaching responsibilities and may include a wide variety of activities. A sampling of some of the types of projects funded includes: attendance at a conference, presentation of a paper at a conference, development of materials for teaching a class or lab, support for an event that enriches student understanding of the course topic (e.g., music concert), purchase of a book.

Projects or activities that have been funded in the last two cycles may be viewed on our website by clicking on the links for Spring newsletter for PTLFC-AAUP-AFT located on our website at the following: <http://rutgersaaup.org/ptl.htm#PDF>. This information may also be accessed directly from our home page: [www.rutgersaaup.org](http://www.rutgersaaup.org).

For more information, contact Karen Thompson (PTL in English & staff rep) at [kgt@rci.rutgersaaup.org](mailto:kgt@rci.rutgersaaup.org) or call 732-964-1000, ext. 21.

## Legislative Update

The **State's Commission of Investigation (SCI) Report** is having an impact in the New Jersey legislature. Rutgers AAUP-AFT is monitoring bills being put forward that address the recommendations made in this Report aimed at creating mechanisms for greater accountability in higher education. We evaluate bills in reference to the following reform principles in order to preserve higher education as a public trust:

- Require public higher education institutions to report detailed budget and financial information to the Commission on Higher Education
- Grant the Commission on Higher Education greater authority to exercise oversight
- Provide more vigorous exercise of the Commission's existing responsibilities
- Empower the Commission to impose limits on the number of management employees and salaries of upper management at the state colleges and universities
- Expand the Commission staff to enable it to carry out its enhanced responsibilities
- Require the new State Comptroller's Office to have at least one staff person dedicated to reviewing the financial records of the state colleges and universities
- Require that performance evaluations of presidents, provosts, and deans be conducted at each institution
- Passage of a bill to place two employees, chosen by campus unions, on all state college/university boards of trustees/boards of governors to provide additional oversight from an employee perspective.

We know that with every year comes a new budget crisis. However, the fact that our public institutions of higher education are mismanaged to one extent or another should not be used as an excuse to cut their budgets. Under the current governance structure, this will only result in layoffs or tuition increases. Instead, targeted appropriations should be enacted; e.g., fully fund the salary and benefits account, hire more full-time faculty, catch up on deferred maintenance, or increase Tuition Aid Grants that support student access to pursue a degree.

# **Wells H. Keddie Scholarship**

Dear Colleague,

AAUP/AFT is proud to announce the availability of the Wells H. Keddie Scholarship. The scholarship, awarded each year in the Spring, is in honor and memory of Wells H. Keddie, long-time labor activist, member of the AAUP/AFT Executive Council, and Professor Emeritus, of the department of Labor Studies and Employment Relations.

The scholarship will be awarded to a student

- who is expected to have earned a total of 60-90 credits by June of the semester preceding the fellowship (normally a Junior)
- who is enrolled in any of the Rutgers Undergraduate colleges
- who combines solid scholarship with social activism

Nominations should be made by February 20, 2009. The award will be announced and distributed in the Spring 2009 semester.

The application/nomination process consists of the following:

- a letter of nomination by a faculty member, describing the student's involvement in activism, whether on/off-campus, and explaining why the student would be a good choice for this particular award
- a personal statement by the student, regarding both current activism and long-term goals
- a copy of the student's transcript
- a résumé listing the student's activities and responsibilities
- a letter of recommendation by a second faculty member

2006 – Winner -- Celeste Barretto, Classics major - \$3,000  
Honorable Mention – Avianna Perez, Sociology and Dance major  
2007 – Winner – Sumia Ibrahim – Political Science and Art History major – 3,000  
Honorable Mention – Suguna Sridhar – Political Science major - \$300  
2008 – Winner – Vanessa M. Mattes – Political Science & Comparative Literature major - \$4,300

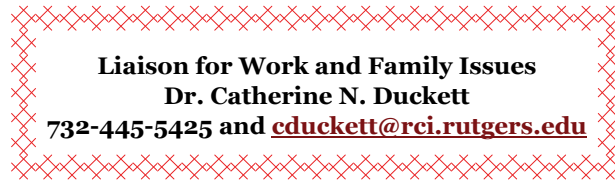
Please post this flyer in your department and encourage faculty members to nominate qualified students. Thank You.

Amy Bahruth, Adrienne Eaton and Lillian Robbins, Trustees  
Lisa C. Klein, President  
Rudy Bell, Immediate Past-President

Recommendations and supporting material and questions about the scholarship should be sent to:  
Wells H. Keddie Scholarship Fund  
Attn: Rae Tellefsen  
Rutgers Council of AAUP/AFT Chapters  
11 Stone Street  
New Brunswick, NJ 08901  
E-mail: [raet@rutgersaaup.org](mailto:raet@rutgersaaup.org)

## Liaison for Work and Family Issues

Dr. Catherine N. Duckett is the Liaison for Work and Family Issues. Contacting Dr. Duckett is the first thing to do when seeking answers to questions about family leave benefits. Her role is to assist employees in knowing what the benefits are, whom to inform, and how to do it.



The Liaison position exists because AAUP-AFT negotiated it in our Collective Agreement. Three types of family leave are available in our Agreement (also called the contract): 6 weeks of paid recuperative leave for the birth mother; up to 8 weeks of paid parental leave (release from teaching or service duties) for parents having care responsibilities for a newborn or newly adopted child; and unpaid leave for the care of a seriously ill family member. Click here to view more information about these benefits: [http://rutgersaaup.org/misc/Know\\_Your\\_Contract\\_April08.pdf](http://rutgersaaup.org/misc/Know_Your_Contract_April08.pdf)

### **TA/GA Event: "Know Your Contract"** **Sunday, November 9, 2008** **6 PM—Graduate Student Lounge (behind Au Bon Pain)** **126 College Ave, New Brunswick, NJ 08901**

Calling all TAs/GAs! You're invited to attend a program that will explain your rights as an employee at Rutgers. Since 2007, we have a new contract with significant improvements on pay, health care, workload protection, work and family benefits, and non-discrimination protection. Knowing your contract and what to do if you think your contractual protections are being violated are the first steps to protecting your rights. This gathering will take place prior to the Graduate Student Association (GSA) meeting the same night in the same place! For more information, please contact the TA/GA Steering Committee at [taga@rutgersaaup.org](mailto:taga@rutgersaaup.org).

### **Protecting Our Contract:** **Important TA Workload Grievance in Mason Gross**

An importance grievance has been filed to protect the contractual rights of TAs/GAs on workload with significance for TAs/GAs across the university. In 2007, for the first time, the union signed a new contract with the university administration that provides strong workload protections. Half TAs teaching introductory-level courses at the Mason Gross School of the Arts (with a workload assignment of 7.5 hours) have tracked their work and hours. They found that they were working far more hours than they are being compensated for and that these hours are required to maintain the educational integrity of the course. They have documented the pattern and raised the issue within their department. A successful grievance means that the workload provision is reinforced, requiring the administration to abide by the contract they signed and sending a signal across the university that the contract must be followed. Please look for email updates from the union regarding the progress of the grievance and what you can do.

We recommend that all graduate employees, whether teaching assistants or graduate assistants, keep track of the number of hours worked with brief notes of the specific duties. If you note a pattern in which you are working beyond your assignment (e.g., it interferes with other tasks required for completing your degree), please contact Brian Graf at [bqq9397@yahoo.com](mailto:bqq9397@yahoo.com) or 732-690-5851. All communications will be treated as confidential. Click to download a handy chart for tracking hours at [http://www.rutgersaaup.org/misc/Track\\_hours\\_sheet.pdf](http://www.rutgersaaup.org/misc/Track_hours_sheet.pdf)