

Rutgers AAUP-AFT

February 2007

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What’s at Stake in Negotiations

By Lisa C. Klein, President, Rutgers AAUP-AFT, Professor of Ceramic and Materials Engineering

Does it seem your time is more fragmented now than in the past? I don’t remember the last time I had a solid hour to concentrate on just one thing. Does your department appear less unified or collegial? Here is one thing that we know. The ranks of the contingent faculty have swelled, while the number of full-time tenured and tenure-track faculty has decreased. Where once our departments were primarily full-time faculty who participated in teaching, research and service, we now have departments with some who have a stake in all of these activities and others who are hired only to teach or carry out research. See the article on page 5 in this newsletter about Schuster and Finkelstein’s long-term empirical research that indicates we are in a long-term trend towards contingency.

A result of this new reality is that the number of our colleagues who are able to have a long-term connection to our departments is smaller. Meanwhile, we have experienced a creeping loss of faculty governance—and an Administration all too happy to make more and more decisions on their own. Of course, this is not unique to Rutgers but part of a national trend, the so-called “corporatization” of higher education. As we begin negotiations for our new

contract, we should be mindful that every faculty member has a stake in how restructuring is affecting the academic workplace. One way to prevent the erosion of due process and academic freedom is to work for improvements in professional working conditions for those who are hired as non-tenure track or part-time faculty. In short, to make contingency less contingent.

We must pull together as Rutgers faculty—whether full time, part time lecturer, teaching or graduate assistant, tenure track, non-tenure track, or tenured—to have a significant voice in building the higher education system of the future. That future must be about respect for all faculty as vital contributors to shared governance.

The emergence of dynamic new leaders in our chapters gives me hope for the future. The Rutgers AAUP-AFT Bargaining Teams are committed to standing together. Issues that impact NTTs and PTLs will be given priority status in negotiations. With a strong membership, we can ensure that our voice is heard. Always feel free to contact me at: lisa@rutgersaaup.org.

Contact us today:

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lisa@rutgersaaup.org

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Do you have questions about Evaluation Procedures for Reappointment, Promotion, or Tenure?

Workshop/Panel Discussion on the Evaluation Procedures

Friday, March 30, 2007

Registration/Coffee: 9:30 AM

Program: 10 AM—12 Noon, Lunch will follow panel discussion
Scholarly Communications Center, Alexander Library, 4th Floor, NB

RSVPs required: 732-445-2278, Ext. 11 or Email: wendya@rutgersaaup.org

Panel participants are: **Philip Furmanski**, EVP for Academic Affairs & Chair of the Promotion Review Committee (PRC Review); **Peter Klein**, Exec Vice Dean, FAS (Dean’s Review); **Peter Strom**, Professor Dept of Environmental Sciences (A & P Committee Review); **Charles Glashauser**, Chair, Dept of Physics & Astronomy (Departmental Review); **Karen Stubaus**, Assoc VP for Academic Affairs (Form I and Packet Preparation), and **Ronald Becker**, Head, Special Collections and University Archives, University Libraries (Moderator). ***Sponsored by Rutgers AAUP-AFT***
Camden & Newark workshops will be scheduled soon.

McCormick Signs Neutrality Agreement

Governor Corzine Supports the Right to Organize

On January 25, Pres. Richard McCormick signed a Neutrality Agreement with the Union of Rutgers Administrators-AFT. At Gov. Jon Corzine's request, McCormick met with Charles Wowkanech (President of the NJ AFL-CIO), Richard Loccke (URA-AFT attorney), and Mark Bostic, AFT Organizer, at the offices of the NJ Labor Commissioner. After hours of discussion, they reached an agreement that clearly communicates Rutgers' willingness, from this point forward, to remain neutral on the URA-AFT organizing campaign.

Prior to January 25, the administration had been using anti-union tactics in violation of New Jersey labor law. Those actions included sending out anti-union emails and letters, approaching employees wearing union buttons to tell them they are not allowed to talk about the union during work hours, using departmental meetings as an opportunity to pressure employees negatively about the union, and using evaluation sessions as an opportunity to question employees about the union or talk against the union. All of this behavior had a chilling effect on the employees who had become fearful of retaliation, such as lower pay or being denied a promotion. However, the Neutrality Agreement means that all such anti-union behavior must stop.

Why are the Administrative/Professional/Supervisory (APS) employees organizing with URA-AFT?

- With \$60 million in budget cuts, Rutgers has cut back on staff requiring remaining employees to do the job of 2-3 people.
- No voice. Though they are professionals, staff are shut out from helping New Jersey to reach its higher education goals.
- A contract that insures a fair and equitable process in decisions that affect compensation, benefits and working conditions.

Rutgers administrative staff are virtually the only workers in public higher education in NJ without a union. Rutgers Council of AAUP-AFT represents the full time tenured and non-tenured faculty (instructional and research), teaching & grad assistants, part time lecturers, and EOF counselors. In 2005, members of Rutgers AAUP voted for a three-year joint affiliation with the American Federation of Teachers (AFT).



"The University shall make no direct or indirect statement or take any action showing or implying opposition to unionization of its employees" (from Neutrality Agreement).

The Neutrality Agreement stipulates that the Agreement be emailed on January 26 to APS staff who received the previous emails regarding the organizing drive. Additionally, President McCormick agreed to send the document to the upper management of the University, assuring their clear understanding and implementation of the document. Joint meetings will be set up so that members of the upper management and members of the URA-AFT can communicate in person to APS staff the implications of the agreement. In both McCormick's statement and the Neutrality Agreement, it is clearly stated that Rutgers APS staff have the right to talk about the issue of unionization at work. One quote from McCormick's statement reads: "Rutgers employees should feel free to engage in the process of gaining union representation. No member of the Rutgers staff should feel reticent about speaking openly about the union at work or displaying union paraphernalia in an appropriate way." Visit our website to read this document: www.rutgersaaup.org. To show your support for organizing, contact URA-AFT at <http://www.ura-aft.org>

On Wednesday, Jan. 31, Governor Jon Corzine spoke on the Cook/Douglass campus in support of the right to organize. The Auditorium of the Labor Education Center was filled to standing room only. Julia Zapic, URA-AFT member who works as the Director of Development of Rutgers' Libraries, opened the program, speaking about why she supports unionization.

Watch the video of the event:

http://www.aft.org/higher_ed/news/2007/corzinespeech.htm



Left to right: Governor Jon Corzine, William Scheuerman, President of UUP-AFT at the State University of New York, and Julia Zapic, member of URA-AFT.

Spring 2007 Faculty Fellowships for Membership Recruitment Apply Now!

The Rutgers Council of AAUP-AFT Chapters is continuing its faculty fellowship program for Spring 2007. Full Time and Part Time Faculty are eligible for this fellowship which involves membership recruitment and chapter organizing work. The Fellow's primary activity will be visiting colleagues who are not currently members of your Chapter of AAUP-AFT. Fellows will be expected to spend 5 hours a week preparing for and conducting outreach for the duration of the fellowship and will work in cooperation with union leaders and staff responsible for membership.

The fellowship carries a \$2,000 stipend for each semester. Please provide a curriculum vitae and brief summary of the reasons you would like to participate in the fellowship program. Include any experience you might have in activism or membership work for labor unions, professional associations, or community organizations.

Experience is not required and Rutgers faculty from all ranks, titles and units and campuses are eligible to apply. Please send your vita and application to Richard Moser, Staff Representative for Membership at rmoser@rutgersaaup.org.

TA/GA News

The Teaching and Graduate Assistants are an active part of negotiations for the successor agreement to the current contract. Scott Bruton (History) and Kristen Gilmore (Social Work, whose TAship is at the School of Management and Labor Relations) are on the negotiating team. In addition, Scott heads the Work-Family Issues subgroup, whose volunteer members are working to improve family friendly policies for all members. TA/GA steering committee members are also making a significant contribution to the preparations for bargaining by doing research on TA/GA salary levels at other comparable universities, housing and other cost-of-living issues, including the potential increase in health care premiums proposed by Gov. Corzine.

The AFT Higher Education Issues Conference is March 29-April 1 in Portland, Oregon, and members of the steering committee hope to attend and represent Rutgers TA/GA's at the national level. Geoffrey Kurtz, Kristen Gilmore, Carlos Diuk, and Kyla-Gaye Barrett are working to build the department representation network. At Busch campus, Chuck O'Brien, Cixia Bi, Anibal Valentin, and Shalin Sha are among those who have stepped up to strengthen the voice of TA/GA's within the union. If you are interested in being a department rep in your work area or getting involved in other ways, please contact taga@rutgersaaup.org.

Non-Tenure Track Faculty Caucus Prepares for Negotiations

The Non-Tenure Track Caucus of the Rutgers AAUP-AFT full-time faculty and TA/GA bargaining unit met on Thursday, February 1 on the Busch Campus. Both members and non-members were welcomed at the meeting. New members are joining everyday.

The NTT Caucus has been developing their contract proposals for the upcoming negotiations with central administration. They presented the proposals and asked for comments, recommendations, and criticisms. The proposals include such topics as:

- Terms of Appointment
- Evaluation
- Promotion
- Compensation

The NTT Caucus is building on the success of the December 1 victory in the University Senate, which recommended improvements in working conditions. The recommendations included eliminating the restriction to 3 successive reappointments (the so-called 4 year rule), subject to approval by the Board of Governors.

Contact Rich Moser for more information and to get involved, rmoser@rutgersaaup.org.

Talk to 2

Want to get involved in membership work but only have a few hours a semester?



Join the AAUP-AFT's "Talk to 2" campaign. Our "Talk to 2" program provides you with a quick and easy way to make a meaningful contribution to our union and the Rutgers community. "Talk to 2" promotes colleague-to-colleague discussion of union and professional issues.

A "Talk to 2" activist simply speaks with two colleagues each semester, emphasizing union membership and/or involvement with our efforts. Let us know if you are interested and we will provide you with everything you need to contact your colleagues.

Contact Rich Moser for more information at rmoser@rutgersaaup.org

Grievance Department Update

Some Key Questions & Answers on Due Process and Grievances

What should I know before signing an agreement with the administration?

Before signing an agreement regarding or related to the terms of your employment, we suggest that you contact the AAUP-AFT. Though most Faculty Employment Agreements (or UPF-5 forms) are standard and appropriately reflect salary and other negotiated or required provisions, they may also contain provisions that are unusual and/or questionable. It's important that you have a full understanding of what you're being asked to sign before you sign it. Your Union can serve as a valuable resource in this area and can help you ascertain whether language is standard and/or sufficiently clear. You may also have questions regarding other kinds of arrangements and agreements you reach with regard to leaves or workload, etc. For example, have other faculty entered into similar agreements; did they contain similar terms; what are the long-term implications, if any, that I should consider before signing; would the union consider the terms advisable? The staff and officers at the AAUP-AFT are available to discuss and consider these matters with you.

Why is it important to document promises and agreements reached with regard to issues affecting my employment?

Documentation of oral agreements can be essential. An example might be that you've taken on an overload (good citizen that you are) and have been promised certain resources or a load reduction in the future. "Documentation" in this context doesn't necessarily mean a formal written agreement. An understanding might be sufficiently documented in an email message (that's later retrievable) following a conversation, e.g., "It was good to talk with you about my taking on an overload this year, and it's my understanding that..." While you may think you'll never forget the details of a conversation, time passes and memories can become fuzzy (for you as well as others), and people move on. Oral accounts are much less reliable and useful, if later needed.

What is a grievance?

A grievance identifies, articulates, and seeks to resolve problems or disputes in a fair and effective manner through procedures negotiated between the union and the university. Faculty who believe that an evaluation which resulted in a negative personnel

action was flawed may be able to file a grievance under the negotiated Faculty Personnel Grievance Procedure (Article X). Other issues or problems that arise related to terms and conditions of employment may be pursued through the Article IX grievance procedure. Employees and their union must work together to assure fair implementation of working conditions and/or rights. Beyond solving a particular issue or problem, a successfully resolved grievance may also strengthen the rights and working conditions of others in the bargaining unit. The grievance provides "due process" to resolve workplace issues and, thereby, promotes transparency and fairness in the University.

Why should I consult the union's grievance department when deciding whether or not to file a grievance?

Expertise. Grievance staff members know the technical ins and outs of the grievance procedures, especially time limits and preserving your right to grieve. They can help you determine if you have a grievable situation and/or suggest informal avenues for resolution.

It's Your Right. At any step in a grievance, you have a right to a union representative.

What if the grievance procedure is weak? What can we do to strengthen our protections in the contract?

We can negotiate improvements at the bargaining table that strengthen "due process" protections. Faculty who serve on grievance committees or become Grievance Counselors (as per Article X on Reappointment, Promotion, and Tenure) can educate others on how this service is an important aspect of shared governance.

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 now have an additional set of benefits. One example:

AFT Members have access to the "Education Loan Marketplace,"™ which is a tool that helps solve the puzzle of paying for and managing the costs of education. For this tool, visit www.aft.ed-loans.com

Long-Term Study of Trends in Structure of the American Faculty

The Problem: Contingency

Professors Jack H. Schuster and Martin J. Finkelstein have released the empirical findings of their decade-long study of national trends in the American academy. Staffing patterns for post-secondary faculty are indeed in a long-term shift towards contingency. This restructuring of the American professoriate means that we are now "On the Brink" of replacing a tenured faculty who have due process, a role in governance, and academic freedom with a contingent faculty lacking these clear protections. Schuster and Finkelstein conclude that the American faculty is being treated as mere "managed" professionals. For example, "nearly two in five of all full-time instructional staff now hold term-limited appointments subject to removal." Plus, part time hiring is increasing. Diminished commitment to professional standards by academic managers means that non-tenure track and part time faculty have to spend too much of their valuable time looking for the next appointment, applying for visas, or teaching several classes at various institutions to patch together smaller jobs to approximate a livable salary.

The time-tested triad of teaching-research-service is being "unbundled." Schuster and Finkelstein argue that instructional NTT and PT faculty are on a de-facto separate career track from those on tenure track. This new division of labor (one part of the transformation of higher education) threatens to overshadow educational and research goals undertaken for the common good.

Schuster and Finkelstein encourage faculty to study trends in their own institutions to track and respond to specific local changes.

Shared Governance

As the relationship between contingent faculty members and their departments is attenuated, the climate for academic freedom chills. Currently, peer review in reappointment, promotion, and tenure decisions does not operate adequately to secure academic freedom for most contingent faculty. The free exchange of ideas may be hampered by the specter of potential dismissal or nonrenewal. AAUP's policy document on contingent appointments argues that, since academic decisions benefit from the participation of all faculty, governance responsibilities should be shared by all, even those who are non-tenured or part time. Each appointment should provide for participation, voting rights, representation, and

inclusion in committees and governance bodies. The aim should be to obtain the best wisdom of all colleagues. Participation in shared governance requires vigilant support of academic freedom and the protection of due process—and this is one of the most important goals of Rutgers AAUP-AFT.

Contingency at Rutgers

Contingent appointments (FT NTT and PTL) nearly outnumber tenure stream appointments at Rutgers. The AAUP Contingency Index for 2006 shows that Rutgers has a 49.7% contingency rate, not counting TA/GA appointments. Contingent faculty serve without adequate compensation or due process protections,

"Higher education is caught up in sweeping change that so blurs the near-term future that we fear for the preservation of core values of the academic profession" (Schuster & Finkelstein 2006).

which weakens our ability to act as a coherent constituency. Unilateral changes in workload are being implemented, undermining the quality of education and research as well as professional standards.

We are making progress on this front. The University Senate voted in December to recommend important changes in working conditions for Non-Tenure Track faculty. Highlights of the proposed changes include:

- (1) Elimination of the 4-year limit on appointments, which must be approved by the Board of Governors and is on their agenda for February 9.
- (2) Multiple year contracts
- (3) Eligibility for internal & external grants
- (4) Remind all academic units that NTT are eligible for FASIP merit increases
- (5) Observe reappointment deadlines

"On the Brink," Schuster and Finkelstein's summary article on their findings: <http://www2.nea.org/he/tanda.html>

AAUP Contingent Faculty Index 2006 & John W. Curtis and Monica J. Jacobe's report: www.aaup.org/AAUP/pubres/research/conind2006.htm

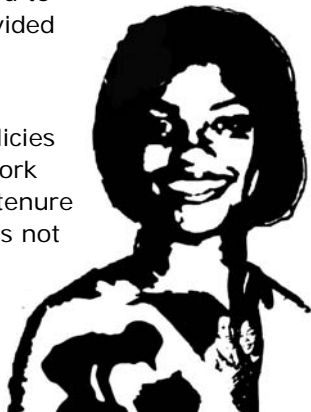
AAUP Policy Document: www.rutgersaaup.org/misc/NationalAAUP/AAUP_Policy_Document_Contingent_Appointments_2006.pdf

Work-Family Conference in Newark

On Thursday, February 15, AAUP-AFT will host a conference on Work and Family Issues at the Rutgers-Newark campus. The event will take place from 11 AM to 2 PM in the Paul Robeson Campus Center in Rooms 256/257, 350 Dr. Martin Luther King Jr. Boulevard, Newark, New Jersey.

Dr. Robert Drago from Penn State will present the keynote address at 11 AM. Drago's research details the challenges of raising a family in academia. He is the Principal Investigator of the Alfred P. Sloan Foundation's Mapping Project for Faculty and Families. The discussion topics include campus childcare, work-family contract proposals, promotion & retention, and childcare/eldercare/family leave. A light lunch will be served at 12 Noon, and afterwards Newark-affiliated speakers will discuss the specifics of the situation on the Newark campus, including how it relates to work-family contract proposals, and there will be an open forum for participants to discuss their concerns. All campus employees are invited to attend, and child care is provided (call ahead to RSVP: 732-445-2278).

One of the most common policies that support integration of work and family is to "pause" the tenure clock. This type of policy does not pose additional costs to a university, but the "fear factor" remains. How safe is it to make time for family? Will the individual faculty member risk appearing "not serious"? This is where getting active in AAUP-AFT can make a difference. Rutgers AAUP-AFT has formed a Work and Family Committee. We can work with the administration to explore the issues for all employees in our community, seeking truly functional, family-friendly policies. Interested in making Rutgers more family friendly? Please contact aaup@rutgersaaup.org.



Information from the Oct 2006 work-family conference held on the New Brunswick campus is available on our website. We have Power Point presentations of research findings from Dr. Drago as well as Drs. Mary Gatta & Patricia Roos of Rutgers and a graduate student worker perspective on activism from Robin Herlands of Yale Graduate Employees & Students Organization (GESO): <http://www.rutgersaaup.org/misc/workandfamily.htm>

Rutgers AAUP-AFT Legislative Update: State & Federal Priorities for Research

On December 20, 2006, Gov. Jon Corzine signed a bill into law providing funds for the physical infrastructure needed for Rutgers' research faculty to take a leap forward in stem cell research.

Rutgers AAUP-AFT supported the effort to get the funding passed in the NJ Senate and Assembly, working with faculty promoting the stem cell research at Rutgers. The NJ Legislature plans to pursue a bond referendum on the November 2007 ballot to seek voter approval of funding for stem cell research grants. We will be calling on your advocacy and research skills as we get closer to the November election.

AAUP-AFT supports funding for stem cell research

Rutgers AAUP-AFT is working on both the state and the federal level to increase research funding. The U.S. Congress is taking significant steps to increase funding for scientific research. The process so far has not included controversial "earmarking" for specific projects. Now is the time to get involved in legislative issues related to research funding. Please contact Patrick Nowlan at pnowlan@rutgersaaup.org.



Rutgers AAUP-AFT leaders join Rutgers University Stem Cell research leaders at Corzine's bill signing

Left to right: US Rep. Rush Holt, Dr. Rudolph Bell (AAUP-AFT Past Pres), Dr. Wise Young (Founding Dir., W.M. Keck Center for Collaborative Neuroscience), Dr. Kenneth Breslauer (Dean of Life Sciences), Dr. Adrienne Eaton (AAUP-AFT VP), Dr. Rick Cohen (Dir. Stem Cell Resource Center) & Dr. Martin Grumet (Dir., Keck Center).

Wells H. Keddie Scholarship

AAUP/AFT is proud to announce the availability of the second Wells H. Keddie Scholarship in the amount of \$3000. The scholarship, to be given each year, 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 2006 recipient of the Wells H. Keddie Scholarship was Celeste Barretto, a junior and Classics major at Douglass College. Avianna Perez, a Sociology and Dance major at Mason Gross, was chosen to receive an Honorable Mention.

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 16, 2007. The award will be announced and distributed in the Spring, 2007 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.

Post this flyer in your department and encourage faculty to nominate qualified students.

Thank You,

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

Recommendations, supporting material, and questions about the scholarship should be sent to:

Wells H. Keddie Scholarship Fund
Attn: Rae Tellefsen
Rutgers Council of AAUP Chapters, AAUP-AFT
48 Street 1603
Piscataway, NJ 08854
E-mail: raet@rutgersaaup.org

Tax deductible donations can be made payable to the Wells H. Keddie Scholarship Fund, address above.

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Part-Time Lecturers Faculty Chapter Begins Negotiations

The PTLFC-AAUP-AFT opened negotiations with the administration on February 9. The priorities (based on the bargaining survey results) include salary, health benefits, job security, and professional development funds. Mike Slott (Labor Studies) heads up the bargaining team, which includes: Amy Bahruth (Labor Studies & President), Karen Thompson (English-New Brunswick & staff), Nancy Ellis (Fine Arts-Camden), Harvey Braverman (Math-NB & Treasurer), Stephen Peterson (Math-NB), and Trip McCrossin (Philosophy-NB). There's room for more Part-Time faculty to become involved in the contract campaign. Don't let your sector go unrepresented!

This year's Professional Development Fund Awards were given to 11 PTL's with allocations ranging from \$250-\$850. The Award recipients are:

Tzu Min Chang, Asian Languages & Cultures
Andrew Demirjian, Visual & Performing Arts
John Douard, Philosophy
Rachel Goldman, History
David Howe, Ecology, Evolution & Natural Resources
Harold W. Kramer, Labor Studies & Employment Relations
Debra Miller, Fine Arts
Elizabeth Miller, Visual & Performing Arts
Jeffrey Podoshen, Business
Ann Rosen Spector, Psychology
Peter Sugarman, Geological Sciences

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

Legislative Breakfasts

Regional legislative breakfasts are being scheduled around the state. Attend a breakfast in your region in order to take advantage of this opportunity to voice your concerns about the budget and its impact on education with our elected state representatives. You can discover, if you haven't already, how important it is for elected officials to hear the issues directly from those who live with the impact of budget decisions on education every day. It's also fun to become acquainted with your elected representatives on a personal basis and follow-up letters and phone calls become easier.

Legislative Calendar:

Feb. 22—Governor Corzine's Budget Address
March 6—Legislative Breakfast (LB), Rider University
March 6—LB, Rowan University
March 21—LB, William Paterson University
March 21—LB, Rutgers, New Brunswick
April 21—LB, New Jersey City University
TBA—Legislative Breakfast, Montclair State University
March/April—Assembly & Senate Budget Hearings

The Legislative Breakfast at Rutgers will be on Wed., March 21 at 8 AM in the Labor Education Center, 50 Labor Center Way, Cook/Douglass campus, New Brunswick.

All breakfasts begin at 8 AM. A large turnout is expected, so RSVP soon: aaup@rutgersaaup.org or 732-445-2278.

Contact Patrick Nowlan at pnowlan@rutgersaaup.org for more information on any breakfast on the calendar.