

# Rutgers AAUP-AFT

May 8, 2006

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## Flunking Out: NJ's Support for Higher Education Falls Short

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

Between now and June 30, we as faculty and staff at Rutgers University need to increase our efforts to restore the cuts to higher education funding in New Jersey. With Rutgers facing a \$100 million shortfall in direct state aid and other assistance, it is in our interest as educators and researchers to fight for full restoration.

We all know, with the UMDNJ scandals in the back of our minds, that higher education accountability has become a big question mark with Governor Corzine. I would argue that there is full accountability in the work of our faculty and staff members. Our teaching, research and service to New Jersey is quantifiable. Governor Corzine should have no questions about funding our negotiated salary increases or in continuing to fully fund our fringe benefits.

The question that everyone seems to be avoiding is how to properly fund higher education while still funding the state's other priorities. The answer is twofold. First, we must take an honest look in the mirror to examine how Rutgers, as an institution, is structured and administered.

Are there better ways to run a modern research university? After communicating with many of you, I am convinced that departmental efficiencies have been maxed out over the past few years of dwindling state aid. Our members have performed exceptionally well under this stress to preserve and enhance curriculum while weeding out any inefficiencies. Where we need to look more closely is at the decanal level, to administrative units, and to Old Queens for solutions on structure and efficiency. Any further cutting at the departmental level puts at risk the quality of our programs and the quality of our faculty.

Worst of all, we do a disservice to our students who deserve our best effort.

Each year we expend valuable time and resources toward fighting budget cuts. This is only a short term solution. What is necessary is for everyone to seriously examine the real needs of our state. Higher education is a real need that should be met with adequate resources. As the second richest state in the nation, we know these resources are available; but we must have the courage to find them. The AAUP-AFT has funded a report that seeks to identify more revenue sources for the state and recommends we dedicate a portion of that new revenue for higher education. Currently, our state ranks 39<sup>th</sup> in the nation in its funding of higher education. As a state, we must first recognize the problem and then provide a solution.

On Thursday, May 11, I invite you to join me for two events that will be held at the state capital in Trenton. At 11:00 AM we will hold a press conference in Room 109 of the Statehouse to release a report titled, Flunking Out: NJ's Support For Higher Education Falls Short.

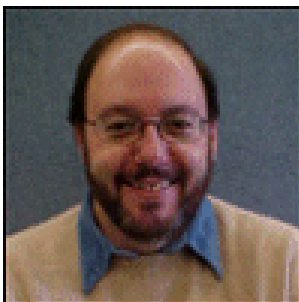
<http://www.rutgersaaup.com/misc/ExecutiveSummarShure.pdf>

The report examines the history of higher education funding in New Jersey and recommends sources of new revenue that could be dedicated to higher education in the state budget. At 12:00 PM we will join other members of the Rutgers community at the Masonic Temple on Barrick St. for Rutgers Day in Trenton. We will be joined there by legislators with the opportunity to convey our concerns about funding issues.

To request a full copy of Flunking Out please contact the AAUP-AFT office at [aaup@rutgersaaup.com](mailto:aaup@rutgersaaup.com)

What are your thoughts on the budget crisis? What should we be doing? Please let me know at [lisa@rutgersaaup.com](mailto:lisa@rutgersaaup.com)

# Higher-Education Cuts Spur NJ's Brain Drain



*Originally printed in the Home News Tribune Online 03/29/06*

HAYM BENAROYA

Gov. Jon S. Corzine has released his budget proposals for the state and, surprise, there are budget cuts for everyone. Irresponsible government spending is a tradition in New

Jersey, as are short-term fiscal fixes, pay to play, politically motivated spending, and the resulting highest taxes in the nation. Therefore, while neighboring New York is having discussions about how to give back to its citizens a multi-billion-dollar surplus, New Jersey is working on how to distribute the cuts that are a direct result of decades of political mismanagement by both political parties. How do they get away with it? The people allow it by voting into office the same politicians, almost without exception, every election.

Are we too wealthy to worry about the waste and corruption? It seems so. We do not seem to worry too much about higher taxes; we say we do, but we really do not. We say we worry about congestion, long commutes, pollution, run-down roads, expensive public schools that do not perform well, and the list goes on. But worrying and doing are two different things. What can we do, you ask? Well, for starters, don't vote for the same people who got us into this mess in the first place.

One cannot blame the governor for trying to deal with the problem. I am sure that his budget is a starting place for negotiations with the Legislature. But I would like to note that throwing the baby out with the bathwater is not a good starting point when it comes to supporting higher education.

Of course, the reader will note that I have a stake in higher education, because of my affiliation with Rutgers University. That is true, but I am here because I think that as a faculty member I can make a significant difference not only in the lives of the students I teach but to the benefit of the community: local, state and nation. The universities are the magnets for highly productive and educated people, ones who can attract corporations and jobs that require a highly trained, educated and motivated population. Education and knowledge are to be prized for their own sakes. But the great thing is that education and knowledge are the foundations of a modern society. One cannot solve any problems or create wealth without education. Universities are the lifeblood of the economy.

So why the heavy cuts for higher education in the proposed state budget? Do we cut off a part of our body when we try to lose weight? It sounds ridiculous, doesn't it? But that is what we are doing by cutting state support for institutions of higher education. And this is not new; New Jersey has a dismal record of supporting its colleges and universities, whether times are good or bad. The price we pay is that many of our brightest high school graduates go to other states where education is more valued and end up contributing to their economies. The companies follow the talent.

We are one of the wealthiest states in the nation. Why do we care so little about our state university, Rutgers? Why aren't we as proud of Rutgers as Georgians are of Georgia Tech, or Californians of Berkeley and UCLA, or Texans of the University of Texas system, or Wisconsinites of the University of Wisconsin at Madison? And the list goes on.

I know that when I travel to meetings across the nation, Rutgers attracts attention and respect from people far removed from New Jersey; many do not know that Rutgers is the flagship university of the state's higher-education system. Little do they know that very few in New Jersey have ever been on the Rutgers campuses. Rarely is Rutgers a part of the life of the state. It certainly is not a priority, with proof given by the severe budget cuts proposed for the coming fiscal year.

So if anyone really cares about the prosperity of this state, they should realize that the universities, especially Rutgers, are at the forefront of creating that prosperity and are a primary reason why companies locate here. Elite universities are the kernel for growth and prosperity. I hope that the governor and the Legislature keep that in mind when they weigh their options. Do they invest in the future by supporting their state university or do they undercut the future with short-term fixes.

Are we at a tipping point of no recovery? Time will tell. The final state budget will have an important impact on whether we have decided to eat the seeds rather than plant them.

Haym Benaroya is a professor of mechanical and aerospace engineering at Rutgers University and directs the Center for Structures in Extreme Environments.

**Additional Resources on the Budget Cuts can be found on the AAUP-AFT webpage:**

<http://www.rutgersaaup.com/news/budgetcuts2006.htm>

**Send a Message to your legislator here:**

[http://www.unionvoice.org/campaign/njbudgetcuts\\_TAGA](http://www.unionvoice.org/campaign/njbudgetcuts_TAGA)

# Faculty and Students Unite to Restore the Cuts

## Statement made at Rally on April 27 in Trenton

ERIN JOHNSON, Douglass College Junior

We have been told by our Governor and much of the press that there is no alternative to cuts in higher education. We are told that we are in a 'budget crisis' and that we all must share the burden. The reality is that there are always alternatives.

Telling the people that they have no alternatives is not acceptable in a democracy. The essence of democracy is the ability of citizens to consciously construct the world they live in, and most importantly, to decide on the distribution of our commonwealth.

Politicians threaten that funding higher education would result in higher taxes for the middle class—as if taxes can only do one of two things—go up or down. Yet, how we tax is never mentioned. We need to implement a tax system in New Jersey where those who benefit the most from the system we all contribute to, pay back the greatest share.

We now have alternatives that could increase revenue but may inconvenience the short-sighted goals of the wealthy and of major corporations. This is not a 'budget crisis', it is a crisis of values and a crisis of leadership.

Our crisis of values and leadership is part of a larger, national trend of misguided spending priorities.

On the federal level, we see hundreds of billions of dollars wasted on an unjust and illegal war while the wealthy are given massive tax-cuts, they don't need and we can't afford.

At the same time federal student aid is on the chopping block, along with countless other social programs.

The proposed budget cuts to higher education could be fully restored with the money spent on one day in Iraq.

We are not here begging for money...or even asking.



## FLUNKING OUT!

*New Jersey's Support for Higher Education Falls Short*  
Read the Executive Summary this report that analyzes state support for higher education.

<http://www.rutgersaaup.com/misc/ExecutiveSummarShure.pdf>

For a complete copy of the report please contact the AAUP-AFT office at [aaup@rutgersaaup.com](mailto:aaup@rutgersaaup.com)

Higher education is not a charity. Higher Education is a right.

Education is the foundation of a public infrastructure that creates the commonwealth of our society. And democracy, itself, is dependent upon educated citizens.

These cuts are crippling higher education, forcing excessive and discriminatory tuition increases, and causing our university leaders to auction off our public institutions of higher learning to the highest corporate bidder.

We oppose the notion of a budget crisis on both the state and national level. And we reject our leaders and Governor who hide behind the cloak of a "budget crisis." Do your job! Education needs to be funded. You are not in office to take away our rights— you are in office to ensure our right to an education. We are here to demand full funding for higher education and to demand changes in the misplaced priorities of our nation which preserve inequality and favor war and corporate welfare over higher education.

Gov. Corzine—you claimed to be friend of higher education during your campaign, yet your proposed budget demonstrates that you have turned your back on those claims. So now we call upon the legislators, the NJ Senate and Assembly to listen to the voices of the citizens they represent and fully fund education!



# Effects of Budget Cuts on PTLs Unclear

KAREN THOMPSON, PTL in English and AAUP-AFT Staff Representative

As a part-time lecturer at Rutgers for 27 years and a founding member of the PTLFC my concerns about the deep cuts proposed for Rutgers and higher education in the FY2007 Budget are manifold.

Higher education underpins almost all other investment in our state's future. Higher Ed fuels and supports the economy, it generates scientific and social policy advances in the public good, and it trains and maintains active citizens prepared to participate in the democratic process.

Budget deficits must be addressed, but cutting higher education instead of pursuing more progressive avenues is self-destructive. Our leaders need to be more creative in addressing the issue and we as union members need to hold them accountable.

Layoffs will undermine NJ families, cancelled classes will weaken an RU education, and tuition hikes will make that weakened education even less accessible to NJ citizens.

In particular, part-time lecturers as the least secure and most underpaid employees of the University will perhaps be the first to lose their paychecks. The courses that we usually cover will either be cut from programs or combined into untenably large classes. Either way students suffer. Alternatively, part-timers may be increasingly used instead of full-time faculty just to save on salary and benefits expense. This will mean delivery of education by even more unsupported faculty, again a disservice to students.

As Lisa Klein, President AAUP-AFT, states in our cover story the departments have already been cut and any

further cuts would undermine the academic excellence of the university.

PTLs like all faculty will be affected by the cuts (if they are not restored), but how we will be affected we still don't know. So please [contact your legislator today](#) and let them know of the contributions that you make to the university and the contributions that the university makes to NJ.

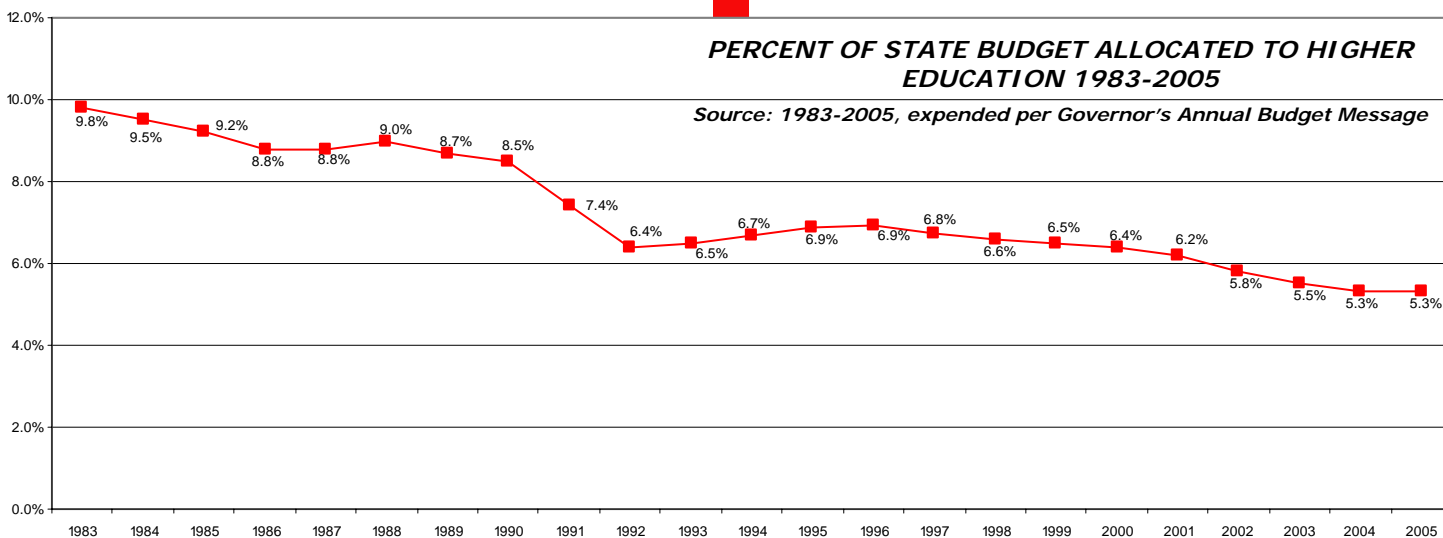
[http://www.unionvoice.org/campaign/njbudgetcuts\\_TAGA](http://www.unionvoice.org/campaign/njbudgetcuts_TAGA)

## Additional Resources Surrounding the Budget Cuts

- Read the [Rutgers AAUP-AFT Statement](#) in support of full funding for the Tuition Aid Grants.
- [State Appropriations for Higher Education in New Jersey: 1983 - 2005](#)
- IPEDS 2004 Fall Staff Survey: [Percent Tenured Faculty at Rutgers](#)
- Read the [Fiscal 2007 Budget in Brief](#) for New Jersey
- Read the study [Rutgers: Return on Investment](#). Rutgers currently channels more than \$2.8 billion into the state economy each year. That is five times the state's investment in the university.
- Read the Chronicle of Higher Education article ["Faculty Pay Is Not Part of Academe's Cost Crisis, Expert Tells Trustees' Conference."](#)

View these articles at

<http://www.rutgersaaup.com/news/budgetcuts2006.htm>



# Spotlight on Rutgers' Police Department



**Jeffrey P. Jannarone Community Police Officer Rutgers Police Department, Vice President of FOP Lodge 62 and University Senate Candidate.**

Officer Jannarone has been a Police Officer for over 16 years, and is currently assigned as a Community Police Officer on the Cook Campus. Committed to service he also

coaches recreation sports and volunteers with both the rescue squad and his local fire department.

Born in Neptune, New Jersey, he attended York College of Pennsylvania where he earned a bachelor's degree in Forensic Science and a second degree in Criminal Law. Jeff is currently pursuing options in the Masters programs or Education and Labor Studies at Rutgers University.

Jeff really enjoys the challenges of police work, and looks forward to each new day. Working within the community allows him to both "teach" and "enforce" the laws. This is a great winning combination for a person who initially wanted careers in both education and law enforcement.

## **Explain the different components of the Rutgers Police Department?**

Public Safety at Rutgers The State University includes 100 commissioned Police Officers, 102 security officers, and 18 dispatchers. These men and women work together to patrol our campuses and respond to your needs 24 hours a day, 365 days a year. University Police Officers have complete authority to apprehend and arrest anyone involved in illegal acts, both on and off campus.

The officers designated as Community Police Officers are front line, campus based officers who act as community organizers and problem solvers and provide a communications link between the community and the police department. They also serve on various campus committees and perform proactive patrol.

## **What services do you provide?**

We provide Bicycle Registration and an ID program for valuables. We put provide Crime Prevention Programs on personal safety, preventing office theft, dormitory security, safety of children, measures against automobile theft, and many other site-specific topics. We distribute crime prevention posters and brochures and provide trainings on *Street Smarts* and *Rape Aggression Defense*. More information on these programs can be found at

<http://www.cook.rutgers.edu/~cookpolice/PROGRAMS.HTML>

## **As a police officer and a union member what are your thoughts on free speech demonstrations?**

The men and women of FOP Lodge 62 are committed to preserving your First Amendment Rights to Free Speech. Please keep in mind the role of Police Officers in times of demonstration. We have an obligation to protect Life and Property, and sometimes these issues come in conflict with Free Speech. There are times when we must act and arrest demonstrators for unlawful acts. Please do not misconstrue this as an effort to disrupt your ability to get your message out. As long as demonstrations are lawful, and civil we will preserve your interests to demonstrate. All police officers assigned to demonstrations are a neutral party, and must enforce the laws from a non-political viewpoint. So please remember to direct your energies at the goal, and not the uniformed men and women assigned to preserve peace, life, and property.

## **What should our members know about your current contract?**

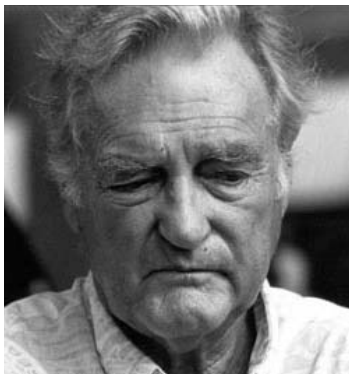
The FOP- Lodge 62 contract expires on June 30, 2006. We are currently beginning negotiations with the University for a new contract. The contract will be divided by two major factors, Police Officer Rights, and a competitive financial package.

The current legislative design of educational policing is very vague when it comes to directives and mandates. Every other policing agency in the State is regulated under NJSA Title 40 or the Civil Service Commission. As such these police agencies enjoy a comprehensive procedural process and regulation they must comply with. NJSA Title 18A, which our police department falls under, is open to large amounts of interpretation as to our Police Rights and Privileges. As such, many grievances are filed due to the lack of legislation and case law affecting our general operating behaviors. Hence we need to establish comprehensive contractual language to align with every other agency since the legislature has yet to establish these basic elements.

## **How can our members support you?**

On behalf of the FOP Lodge 62, I would like to thank the AAUP-AFT for your thoughtfulness to include us in your newsletter. Members can support our union by becoming an Associate member of the Fraternal Order of Police. To join contact myself, Jeff Jannarone at (732)932-6789 and I will be honored to provide you with an application. Again, the men and women who proudly protect Rutgers, the State University of New Jersey are grateful for your support and pledge to make Rutgers a great place to work, live, learn and enjoy a harmonious work environment.

# A Legend Is Lost



The Rutgers AAUP-AFT, the academic labor movement, and the labor movement as a whole lost a giant on Saturday, April 1, 2006. Wells H. Keddie, Professor Emeritus of Labor Studies at Rutgers University, passed away unexpectedly at his home in Piscataway, New Jersey.

Wells was a leader of the Rutgers Council of AAUP Chapters since joining the faculty in 1972. He was an active member and lead negotiator as the Rutgers faculty grew in size and prestige, culminating in Rutgers' entry into the prestigious Association of American Universities in 1989. Wells served as a member of the AAUP Executive Council throughout his years on the faculty and led the organization as President for several terms.

Over the years, Wells championed the strengthening of the Rutgers AAUP through affiliation with our peers in both the New Jersey and the national labor movements. He believed that such affiliations would benefit the faculty and the Rutgers community with the state government and the Rutgers administration. His perseverance culminated with the overwhelming support of the membership for a joint affiliation with the American Federation of Teachers effective July 1, 2005. Wells was also a long time leader of the Collective Bargaining Congress of the American Association of University Professors, our national affiliate since 1972.

Wells retired from the faculty of the School of Management and Labor Relations at the end of the 2005 academic year, but he remained active as a Vice President of both the New Jersey State Conference of AAUP Chapters and of the New Jersey Industrial Union Council. He was finishing a two year term on our Executive Council this year where he served as co-chair of the Legislative Relations Committee.

An ardent advocate of animal rights and enemy of class, race, gender and other systems of inequality, Wells often described himself as "Still pointed in my chosen direction and fighting like hell to get there."

Wells is survived by his wife, Mary Gibson, Professor Emerita of our Philosophy Department and a devoted member of the Rutgers AAUP-AFT staff. Our deepest condolences go out to her at this difficult time.

We will miss his leadership, his knowledge, and his strong spirit. Cheers to Wells and all of his achievements.

-Lisa C. Klein, President AAUP-AFT

Contributions in his memory may be made to the Wells Keddie Scholarship Fund c/o Rutgers Council of AAUP Chapters, 48 Street 1603, Livingston Campus, Piscataway, NJ 08854.

Memorial Gathering followed by Reception

Monday, June 12, 2006

12 noon - 4 PM

Auditorium

Rutgers Labor Education Center ([Directions](#))

50 Labor Center Way, New Brunswick, NJ

*"I have the honor and privilege of walking in Wells' shoes by teaching the Introduction to Labor Studies class that I was once a student in. Words cannot express what that feels like. The class will always be 'Wells' class' and I am just lucky enough to carry it on."*

Amy Bahruth, PTL in Labor Studies and President of the PTLFC Chapter and former student of Wells

## Wells H. Keddie Scholarship

The Wells Keddie Scholarship, given for the first time this year, was created in Wells' name for a student who shows a commitment to Social Activism.

The 2006 recipient of the Wells H. Keddie Scholarship is 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.

Both women were honored at the April 19, 2006 Executive Council Meeting of the Rutgers AAUP-AFT.

Information about the Scholarship can be found on the Rutgers AAUP-AFT website at

<http://www.rutgersaaup.com/wells.htm#scholarship>

***"Still pointed in my chosen direction and fighting like hell to get there."***

## Scholar-Activist Cary Nelson Elected AAUP President

### Karen Thompson from Rutgers PTLFC Elected to National Council

Cary Nelson, a well-known scholar-activist, has been elected president of the American Association of University Professors for a two-year term. Nelson is professor of English and Jubilee Professor of Liberal Arts and Sciences at the University of Illinois at Urbana-Champaign. An author or editor of twenty-five books and the author of 150 articles, he has served on the AAUP's National Council for ten years, the last six as second vice president.

Larry G. Gerber, professor of history at Auburn University, was re-elected first vice president and Jeffrey A. Butts, professor of biology at Appalachian State University, was re-elected secretary-treasurer, each for third terms. Estelle Gellman, professor of Educational Psychology at Hofstra University, was elected second vice president.

Karen Thompson, Part-time Lecturer in English, Rutgers University was elected to the National Council, representing District VII— New Jersey. Council members serve for three-year terms.

Recently AAUP president Jane Buck and president-elect Cary Nelson were arrested in New York City. Buck and Nelson were detained by police for their participation in an act of civil disobedience. They joined more than 50 other protesters to demonstrate their support for striking graduate assistants at NYU.

Rutgers support for NYU can be found on the AAUP-AFT website

<http://www.rutgersaaup.com/misc/ECResolutionNYU-TAstrike11-16-05.htm>

More information on the NYU Strike can be found at the GSOC Strike Center

[http://www.2110uaw.org/gsoc/gsoc\\_strike\\_center.htm](http://www.2110uaw.org/gsoc/gsoc_strike_center.htm)



## Results from Rutgers AAUP-AFT Elections:

Please congratulate the following colleagues who were elected to AAUP-AFT leadership roles:

### Camden Chapter

President: M.A. Rafey Habib, English  
Vice President: Vibiana Bowman Cvetkovic, Robeson Library  
Secretary/Treasurer: Richard Epstein, English  
Executive Committee: Janet Golden, History  
Executive Council Representatives:  
Patrice Mareschal (06-08), Public Administration  
Jim Nettleman (06-07), Robeson Library

### Newark Chapter

President: James Schlegel, Chemistry  
Vice President: Jyl Josephson, Political Science  
Secretary/Treasurer: Byron Price, Public Administration  
Executive Committee:  
Edward Boylan, Mathematics and Computer Sciences  
Mary Segers, Political Science  
Executive Council Representative: Nancy Holmstrom (06-08), Philosophy

### New Brunswick Chapter

President: Zoran Gajic, Electrical and Computer Engineering  
Vice President: Norman Markowitz, History  
Secretary/Treasurer: Ronald Hyman, GSE  
Executive Committee:  
Haim Baruh, Mechanical and Aerospace Engineering  
Kenneth Carlson, GSE  
Executive Council Representatives:  
Robert Angelo (06-08), Labor Studies and Employment Relations  
Manoranjan Dutta (06-08) Economics  
Ronald Hyman(06-08), GSE  
Donald Siegel (06-08), Chemistry

### Elections for PTLFC Chapter

Elections for the PTLFC Chapter will take place over the summer. If you would like to nominate a someone or are interested in running for the PTLFC Board please send your nominations to [aap@rutgersaaup.com](mailto:aap@rutgersaaup.com)

# Rutgers AAUP-AFT Hosts Various Workshops

## Promotion and Tenure Workshops

The AAUP—AFT again held workshops on each of the three campuses for faculty members in the tenure stream and/or soon to be evaluated for reappointment or promotion. The purpose of these annual workshops is to review the University's academic reappointment and promotion procedures and to inform faculty members who will soon traverse this complex evaluation process of what to expect and how best to prepare. An important benefit of attending the workshop is hearing from faculty members and administrators who have significant experience with the procedures. Participants on the panels included individuals from each level of review (i.e., department/Chair, college/Appointments & Promotions Committee Member, Dean, and Promotion Review Committee Member).

**The New Brunswick Workshop** was held on March 10, 2006 and was moderated by Professor Ron Becker (Librarian). The panel included Karen Stubaus, Associate Vice President for Academic Affairs, Ellen Idler (Chair, Sociology), Gregory Camilli (Educational Psychology, GSE), Douglas Blair (Executive Vice Dean, FAS), and Philip Furmanksi (Executive Vice President for Academic Affairs and Chair of the PRC).

**The Camden Workshop** was held on March 30, 2006 and was moderated by Janet Golden (History). The panel included Roger Denis (Provost and member of the PRC), Margaret Marsh (Dean, FAS), William Tucker (Psychology), and James Dunn (Chair, Political Science).

**The Newark Workshop** was held on April 3, 2006 and was moderated by Nancy Holmstrom (Philosophy). The panel included Sallie Kasper (Assistant Dean, FASN), Mary Segers (Chair, Political Science), Daniel Murnick (Physics), Edward Kirby (Dean, FAS), and Steven Diner (Provost and member of the PRC).

We thank the panelists for contributing their time and expertise to the workshops and to the goal of having all candidates and chairs well informed and prepared.

For more information about the workshops please contact BJ Walker at (732) 445-2278

## Grant Administration Workshop

On April 20th the AAUP-AFT hosted its first Grant Administration Workshop. The event was held at the Paul Robeson Cultural Center and co-sponsored by the NJ Center for BioMaterials.

Over 60 faculty gathered to listen to the Professors Silvina Tomassone and Joachim Kohn present on their experiences in applying for grants. Vice President Pazzani was also in attendance to give a behind the scenes look at the National Science Foundation. The event concluded with a presentation by Mary Ellen O'Brien of the Office of Research and Sponsored Programs on the nuts and bolts of grant applications.

The PowerPoint Presentations from the event can be found on the AAUP-AFT Website at

<http://www.rutgersaaup.com/misc/april20/grantadministrationworkshop.htm>

**Presentation by Silvina Tomassone** [Getting Started with Grants: "An Assistant Professor's Perspective"](#)

**Presentation by Joachim Kohn** [Organizing large, competitive research teams: RESBIO as an illustrative example](#)

**Presentation by Michael Pazzani** [Succeeding at Research Funding](#)

**Presentation by Mary Ellen O'Brien** [An Overview of the Office of Research and Sponsored Programs](#)

Thank you to everyone who participated in the event. The AAUP-AFT will be hosting similar events in the future.

## COMMENTS \* COMMENTS \* COMMENTS



Rutgers AAUP-AFT is committed to providing support and professional development to our members. Please let us know how we are doing and what type of events you would like to see us doing in the future

You can send your comments to [aaup@rutgersaaup.com](mailto:aaup@rutgersaaup.com) or through campus mail at AAUP-AFT on the Livingston Campus.

# Congratulations to Faculty Recently Awarded Promotions

## **Cook College**

Gottlieb, Paul D, Prof. I, Agricultural Food and Resource Economic  
Grabosky, Jason C, Assoc. Prof., Ecology, Evolution and Natural Resources  
Huang, Weilin, Assoc. Prof., Environmental Science  
Lathrop, Richard G, Prof. I, Ecology, Evolution, and Natural Resources  
Lockwood, Julie L, Assoc. Prof., Ecology, Evolution, and Natural Resources  
Morin, Peter Jay, Prof. II, Ecology, Evolution and Natural Resources  
Yam, Kit L, Prof. I, Food Science

## **Cook Cooperative Extension**

Murphy, James A, Extension Specialist I, Plant Science  
Torretta, Alayne, County Agent II, 4-H Youth Development

## **Edward J. Bloustein School of Planning and Public Policy**

Miller, Jane E, Prof I, Institute of Health

## **Faculty of Arts and Science-New Brunswick**

Allidou, Ousseina D, Assoc. Prof., Africana Studies  
Allamand, Carole S, Assoc. Prof., French  
Castner, Edward W, Prof. I, Chemistry  
Chapman, Gretchen, Prof. I, Psychology  
Cronk, Lee F, Prof. I, Anthropology  
Davis, Robin, Assoc. Prof., Cell Biology and Neuroscience  
Farach-Colton, Martin, Prof. I, Computer Sciences  
Firestein-Miller, Bonnie, Assoc. Prof., Cell Biology and Neuroscience  
Flint, Kate, Prof. II, English  
Hawthorne, John P, Prof. II, Philosophy  
Hodgson, Dorothy L, Prof. I, Anthropology  
Irvine, Kenneth D, Prof. I, Institute of Microbiology  
Kiessling, Michael K H, Prof. I, Mathematics  
Lath, Amitabh, Assoc. Prof., Physics  
Li, Jing, Prof. II, Chemistry  
Martin, Richard P, Assoc. Prof., Computer Science  
Matsuda, Matt K, Prof. I, History  
Mclean, Paul D, Assoc. Prof., Sociology  
Miller, Richard E, Prof. I, English  
Nguyen, Thu D, Assoc. Prof., Computer Sciences  
Phillips, Julie A, Assoc. Prof., Sociology  
Ramos Zayas, Ana Yolanda, Assoc. Prof., Puerto Rican Studies  
Rosenthal, Yair, Prof. I, Institute of Marine and Coastal Sciences

Rongo, Christopher G, Assoc. Prof., Institute of Microbiology  
Schilling, Derek G, Assoc. Prof., French  
Schrepfer, Susan R, Prof. I, History  
Siegel, Jonah, Prof. I, English  
Singson, Andrew W, Assoc. Prof., Institute of Microbiology  
Soffer, Avraham, Prof. II, Mathematics  
Stanley, Jason C, Prof. I, Philosophy  
Uhrich, Kathryn E, Prof. I, Chemistry  
Vicario, David S, Prof. I, Psychology  
Wailoo, Keith A, Prof. II, History  
Wall, Cheryl A, Prof. II, English

## **Graduate School of Education**

Belzer, Alisa A, Assoc. Prof.

## **Mason Gross School of the Arts**

Blessing, Lee Knowlton, Prof. I, Theater Arts  
Dana, F Mitchell, Prof. I, Theater Arts  
Gardner, Patrick G, Prof. I, Music  
Wu, Hsin-Yi, Assoc. Prof., Music

## **School of Communication, Information, and Library Studies**

Dalbello, Marija, Assoc. Prof., Library and Information Studies  
Doerfel, Marya, Assoc. Prof., Communication  
Mokros, Hartmut, Prof. I, Communication  
Robinson, Jeffrey D, Assoc. Prof., Communication  
Steiner, Linda C, Prof. I, Journalism and Mass Media  
McInerney, Claire, Assoc. Prof., Library and Information Studies

## **School of Social Work**

Huang, Chien-Chung, Assoc. Prof.  
Munch, Shari L, Assoc. Prof.

## **School of Engineering**

Dana, Kristin, Assoc. Prof., Electrical and Computer Engineering  
Najm, Husamuddin S, Assoc. Prof., Civil and Environmental Engineering  
Riman, Richard, Prof. II, Materials Science and Engineering  
Roth, Charles M, Assoc. Prof., Chemical and Biochemical Engineering  
Tse, Stephen D, Assoc. Prof., Mechanical and Aerospace Engineering  
Xu, Jun John, Assoc. Prof., Materials Science and Engineering

# Congratulations to Faculty Recently Awarded Promotions

## School of Management and Labor Relations

Appelbaum, Eileen, Prof. II, Labor Studies and Employment Relations

Jackson, Susan E, Prof. II, Human Resources Management

Schuler, Randall S, Prof. II, Human Resource Management

## Rutgers University Libraries

Bowman Cvetokovic, Vibiana, Librarian II

Denda, Kayo, Librarian II

Glynn, Thomas P, Librarian II

Olin, Ferris, Librarian I

## Faculty of Arts and Sciences - Camden

Li, Haisheng, Prof. I, Mathematics

Maslen, Paul E, Assoc. Prof., Chemistry

Roche, Alex J, Assoc. Prof., Chemistry

Siegel, Jane A, Assoc. Prof., Sociology

Wall, John A, Assoc. Prof., Philosophy/ Religion

## Law School - Camden

Afilalo, Aaron A, Prof. I

Carrier, Michael A, Prof. I

Ferzan, Kimberly K, Prof. I

Hillman, Elizabeth L, Prof. I

## School of Business – Camden

Kendall, Julie E, Prof. I

Schindler, Robert M, Prof. I

Spell, Chester S, Assoc. Prof.

## College of Nursing

Eller, Lucille S, Assoc. Prof.

## Faculty of Arts and Science - Newark

Benasich, April Ann, Prof. I, Neuroscience Center

Jaekle, Frieder, Assoc. Prof., Chemistry

Kutting, Gabriela, Assoc. Prof., Political Science

Pare, Denis, Prof. I, Neuroscience Center

Phillips, Jayne A, Prof. II, English

Sidney, Mara S, Assoc. Prof., Political Science

Siegel, Ralph, Prof. I, Neuroscience Center

White, Carolyne, Prof. II, Urban Education

Wu, Zhen, Prof. I, Physics

Velez Alvelo, Edin, Assoc. Prof., Fine Arts

## Law School – Newark

Goldberg, Suzanne B, Prof. I



Lyons, Susan M, Librarian II

Weiner, Mark S, Prof. I

## Rutgers Business School

Atluri, Vijayalakshmi, Prof. I, Management Science and Information Services

Gordon, Elizabeth A, Assoc. Prof., Accounting

Palmon, Oded, Prof. I, Finance

Soled, Jay A, Prof. I, Accounting and Information Systems

Stoumbos, Zachary G, Prof. I, Management Science and Information Services

Weaver, Daniel, Prof. I, Finance

## Upcoming Events

- **Release of "Flunking Out: NJ 's Support for Higher Education Falls Short"**  
Thursday, May 11 2006  
11:00 AM Trenton State House, RM 109
- **Legislative Breakfast**  
Tuesday, May 23 2006  
8:00 AM at the Labor Education Center
- **Executive Council Meeting**  
Tuesday, May 23, 2006  
9:00 AM at the Labor Education Center
- **Memorial Gathering for Wells H. Keddie**  
Monday, June 12, 2006  
12 noon - 4 PM Auditorium, Labor Education Center

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