



PART TIME LECTURER FACULTY CHAPTER

RUTGERS COUNCIL OF AAUP-AFT CHAPTERS • FALL 2006

www.rutgersaaup.com • aaup@rutgersaaup.com • 732-445-2278

PTL SALARIES INCREASE - SOME PTLs LOSE COURSES

PTLs continuing from last academic year are entitled to a \$35 per credit (or per class period for Academic Foundation / Urban Education) salary increase this September unless the new minimum (\$1,200 per credit, \$1,100 per class period for AF / UE) generates a better raise. Hourly rates in the PALS program go up \$.50 per hour unless new minimums (\$36.50 for Intensive / Evening or \$41.50 for Corporate) generate more. Those PTLs who teach other than by the credit or the hour should receive a 9.09% increase. Scrutinize those pay stubs to make sure you receive the appropriate increase.

Service adjustments are also in effect: after 8 semesters of PTL teaching service the increase is \$35 per credit, after 12 semesters it's \$75 per credit, and after 20 semesters it's \$100 per credit. If you receive a service adjustment, you do not receive the across-the-board increase that term but another across-the-board is applied in the Spring. If you have a question about your length of service you can check with Human Resources or the AAUP-AFT.

It is also important to pay attention to the "approximate enrollment" indicated in one's appointment letter. If a PTL's class size after the drop-and-add period is larger than this figure in the letter by 25 or 33 1/3% (whichever is lower), then the PTL is entitled to an additional \$600 per 3-credit course. PTLs who find themselves in this situation should call it to the attention of their department chair, program director, or departmental business administrator. If problems occur, contact the AAUP-AFT.

We still do not have official information from the administration about how many PTLs lost their jobs or part of their teaching assignment through this year's extreme budget cuts. We have requested this information and have been told that the 400 PTLs lost to the budget cuts that were mentioned in the University's press release was "just an estimate." Only a dozen or so PTLs have contacted the AAUP-AFT about losing their positions.

PTL PROFESSIONAL DEVELOPMENT FUND APPLICATIONS DUE

This year we again have a \$5,000 fund for PTL professional development activities to be administered by the Rutgers Research Council. Last year 14 PTLs received awards of \$200 - \$400. The funding is intended for any professional activity (attending a conference, delivering a paper, doing a research project, etc.) related to a PTL's teaching.

REQUESTS should include this information 

The request for funding should be in the form of an email to Lisa Bonick, at Bonick@oldqueens.rutgers.edu Applications will be collected and forwarded to the appropriate Rutgers Research Council committee for evaluation and recommended prioritization.

Requests for funding should be submitted no later than November 1, 2006. Funding decisions will be announced by January 8, 2007. Funds will be dispersed only to individuals holding a PTL appointment at Rutgers for the semester in which they intend to expend the funds.

Name
Department/ decanal unit/ campus
Amount of funding requested
Semester during which funds will be expended
Project statement, including how the project relates to professional activities at Rutgers (limited to one page)

**SAVE THE DATE – OCTOBER 24, 3-7 PM, TRAYES HALL, DOUGLASS COLLEGE CENTER
CONFERENCE ON ISSUES OF WORK & FAMILY AT RUTGERS**

JOIN THE PTLFC-AAUP-AFT NOW

[Use the application form on the back page.]

PTLFC CHAPTER BEGINS PREPARATION FOR NEGOTIATIONS: Attend a Membership Meeting on Your Campus

The PTLFC Executive Board met with other interested members on August 30th to discuss the upcoming Contract Campaign. The current four year contract expires on June 30, 2007. We will be sending out a bargaining survey in October with follow-up membership meetings on each of the campuses. Your Voice is important; let us know what is a priority for this next round of contract negotiations.

CAMPUS MEETINGS:

Camden: Monday 11/6 – The Octagon Room – CCC **12:30 PM, 4:20 PM, 7:20 PM**

Newark: Tuesday 11/14- Rm 227 – Robeson Student Center **11:30 AM and 5 PM**

Cook/Douglass: Thursday 11/16 – Meeting Room A – Douglass Student Center **12:30 PM**

College Ave: Thursday 11/16 – Rm 454 in the Rutgers Student Center **4:30 PM**

Busch/Livingston: Thursday 11/16 – Rm 174- Busch Campus Center **6:30 PM**

Dinner/Lunch will be provided. RSVP to Deniseb@rutgersaaup.org

COALITION ON CONTINGENT ACADEMIC LABOR Conference

The 7th convening of COCAL (the Coalition of Contingent Academic Labor) was held this August at Simon Fraser University in Vancouver, British Columbia. Karen Thompson attended the conference to make a panel presentation on “Getting Things Done in the Legislature.” Other panels addressed topics in negotiations, organizing and mobilizing, academic freedom and international concerns. Participants included 200 activists from across the U.S., Mexico and Canada.

COCAL started out about a dozen years ago as an attempt to develop a national network for adjunct / part-time faculty organizers and has grown to an international organization which puts on an impressive conference every two years and serves as a valuable opportunity for spreading information and sharing strategies.

FOUR PTLFC REPS ATTEND NATIONAL AFT CONVENTION

For the first time, representatives of the Rutgers AAUP-AFT attended the AFT annual national convention. Four reps attended for the PTLFC, Karen Thompson, staff, Amy Bahruth, President, Mike Slott, Vice President, and Eric Richard, Executive Board Representative and five attended for the full-time faculty / TAs. The convention itself, held in Boston this year, saw over 2000 delegates from across the country and included guest speakers from both local and national government, from labor organizations in other countries, and from special awardees.

A variety of resolutions were put forth including one of particular interest to part-time faculty. This

resolution proposes addressing the “Academic Staffing Crisis” by working to introduce federal legislation and model state legislation in 15 – 20 selected states that would call for increasing the number of full-time positions while improving the compensation and treatment of part-time faculty. This project was overwhelmingly approved and we look forward to hearing about its implementation in the future. In fact, our own NJ pro-rata bill will fit in nicely with this approach.



Karen Thompson met up with other NJ Adjuncts at the COCAL Conference in Vancouver



Full-timers Vice President, Adrienne Eaton, with PTLFC Board Member, Eric Richard, at the AFT Conference in Boston

PART-TIME PROFILE:

AMANDA ECKSTEIN



We often write about PTLs who hold multiple positions and who are adept at multi-tasking, but one of the more revealing double-lives is that of the high school teacher / part-time lecturer. Amanda Eckstein demonstrates the versatility and drive that emerges in this combined role.

Both Rutgers and Morris Knolls High School benefit from the talents and expertise Amanda offers her students. At Rutgers Newark she teaches English Composition in the Writing Program while at Morris Knolls in Denville she serves as Resource Center Special Education Teacher and Professional Development Presenter. Amanda goes beyond her two positions of employment to work as a Flex Homework Support Teacher at Morris Knolls and to volunteer with the Special Olympics.

Speaking of her work at Rutgers and Morris Knolls, Amanda relates the diversity of the student population at Rutgers-Newark to the range of abilities she encounters in special ed. classes. She stresses that “the idea is to keep the individual in sight as you plan for differences in learning. Everyone comes to the University with varying learning styles, so my task as an educator is always to set and maintain high academic standards, while guiding students to reach those standards. Sometimes this means adjusting my teaching techniques to meet student needs or encouraging them to challenge themselves in new ways.”

When asked to comment on the situation for part-time lecturers at Rutgers, Amanda questions what message we send students in an educational system where those who teach the core curriculum courses appear to be disposable, with little security, low salaries and few benefits. She points out that “our work inside the classroom should not be undermined by our professional struggles outside of the classroom. This is inevitable though, when we’re put in a situation where making a living is a real risk. I’m fortunate to have a full-time, tenured position in a high school, but I appreciate and support others working to support themselves as PTLs.”

Amanda is a member of the NJEA at Morris Knolls and of the PTLFC-AAUP-AFT at Rutgers and

explains that teacher unions help to offset the imbalance of power in the system. “The PTLFC-AAUP-AFT does for PTLs what the NJEA does for public school educators in New Jersey, which is to provide professional rights and protection against being marginalized.”

MEET THE 2006-07 PTLFC BOARD

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“It’s not a sand castle. It’s a sand university built on the backs of adjunct instructors like you, mommy.”

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