



PART TIME LECTURER FACULTY CHAPTER

RUTGERS COUNCIL OF AAUP-AFT CHAPTERS • February 2009

President's Message: We Can't Do It Alone

We've made significant gains in recent years. Our compensation – while still inadequate – has steadily climbed. We now have an option to purchase health benefits from the state plan at the group rate; and several other options will be publicized in the near future. Finally, we have fought hard for respect and fair treatment from the Administration. When Rutgers agreed to a Professional Development Fund for PTLs, it was a recognition on their part that we play an important role in Rutgers' academic community.

How did these advances occur? In part, we achieved these contract gains because of our strong advocacy at the bargaining table and the backing of the membership.

However, the progress we've made is also due to the support that we've gotten from the full-time faculty and teaching assistants who have over 4,000 members. With their larger membership and greater financial resources, they have given us invaluable assistance.

Further, we have received support from other American Federation of Teachers' local unions in New Jersey. Working with College Council (representing faculty and staff at the state colleges) and the Health Professionals and Allied Employees (representing RNs and non-nursing professional staff at UMDNJ), we successfully lobbied to maintain decent pension benefits for PTLs.

In short, we cannot achieve our goals alone. The *solidarity* between us and other labor organizations is essential if we are to continue to improve compensation and conditions for PTLs at Rutgers.

That is why we are currently in discussions with the full-time faculty union and the Union of Rutgers Administrators (representing staff at Rutgers) to form a new organization, **AFT Rutgers**, which will provide more coordination and support among the Rutgers AFT unions. We believe that our participation in AFT Rutgers will give us a stronger voice at Rutgers and in Trenton.

As these discussions continue, we will update you. I urge you to come to the membership meetings in March to learn more about this issue, as well as other issues of concern for PTLs.

In Solidarity,

Mike Slott

PTL, Labor Studies, SMLR, New Brunswick & President, PTLFC-AAUP-AFT at Rutgers University

Rutgers AAUP-AFT PTL Faculty Chapter Member Meetings

New Brunswick	Camden	Newark
Tuesday, March 3 11:30 AM-1:30 PM Lunch Room 115 Labor Education Center 50 Labor Education Way New Brunswick, NJ 08901	Wednesday, March 4 12-2 PM Lunch South A/B Conference Room Camden Campus Center 326 Penn Street Camden, NJ 08102	Wednesday, March 4 2:30-3:50 PM Beverages & snacks Room 224 Paul Robeson Campus Center 350 Dr. Martin Luther King, Jr. Blvd Newark, NJ 07102

RSVP to Denise at deniseb@rutgersaaup.org or call 732-964-1000

We Count on You to Help Enforce the Contract

Collective bargaining agreements are only as strong as the implementation of their provisions, so we count on members to let us know if anything is awry. Sometimes when we hear from members about their concerns, it is the first we learn of an apparent contract violation. Contacting the AAUP-AFT office (aaup@rutgersaaup.org and 732-964-1000) with a question or concern may lead to the unraveling of a situation that needs attention.

For instance, PTLs should receive negotiated increases each semester. Salaries should go up 2.5% this spring semester for most PTLs and then another 3% in the fall. Negotiated per credit minimums are in place for new PTLs with hourly minimums for new PALS PTLs. There are other more specific provisions relating to compensation for over-size classes, cancellation of courses, etc. See the entire Agreement at http://www.rutgersaaup.org/misc/PTL_07-11_Agreement.pdf

Important: Notice that there are NO qualifications that you must teach the same course or teach in the same department, etc. in order to receive the negotiated salary increases. PTLs should generally receive an increase every semester, regardless of budget constraints. The negotiated Agreement is a legal contract that must be respected.

PTLs Receive Professional Development Awards

This year, 19 PTLs received Professional Development awards out of a pool of 28 applications requesting a total of \$44,665. Individual funding requests generally exceeded amounts awarded.

The next round of awards will take place in February of 2010 and applications are expected to be due at the end of November 2009. Our union encourages all PTLs to think about what kind of professional development projects might be useful to their teaching and prepare to submit applications in the fall. We think that the amount of money available is not sufficient; however, even when meritorious requests go unfunded or only partially funded, our argument at the bargaining table becomes stronger for increasing the total size of the Fund. The union is committed to strengthening our case for professional development funds because they enhance teaching and the professional reputation of part-time lecturers. We bring to your attention, however, that requests for purchase of a laptop are unlikely to be funded because the RU Center for Teaching Advancement & Assessment Research thinks that departments should be making such equipment available. Please note that software purchases have been funded, including several in this year's cohort.

Awards ranging from \$100 to \$1000 distributed the \$10,000 Fund to the following recipients:

Barry Adler (Teacher Preparation Program, Camden) to attend the conference of the Association for Supervision and Curriculum Development.

Nicola Agate (Classical and Modern Languages and Literatures, Newark) to purchase French films for Elementary French classes and the French Club.

Christopher Andreychak (Criminal Justice, Newark) to participate in the annual meeting of the American Society of Criminology.

Kimberly Carpenter (Psychology, New Brunswick) to attend the Society for Research in child Development Teaching Institute.

Bruce Chadwick (American Studies) to visit Harvard and the Massachusetts Historical Society to conduct research on the history of body snatching.

Paul Cohen (Music, MGSA, New Brunswick) to participate in the North American Saxophone Alliance Meeting.

Jeanne Jackson-DeVoe (Journalism and Media Studies, SCILS, New Brunswick) to attend the conference of the American Society of Journalists and Authors.

John Douard (Philosophy, New Brunswick) to participate in the conference of the International Academy of Law and Mental Health.

Judith Glassgold (Clinical Psychology, GSAPP, New Brunswick) to participate in the National Multicultural Summit and Conference in Psychology.

Karen Haboush (Applied Psychology, GSAPP, New Brunswick) to develop practica for the Graduate School of Applied and Professional Psychology.

Karla Jackson-Brewer (Women and Gender Studies, New Brunswick) to conduct research in Mongolia on the *Khandoma of Zodoch*.

Susan Mach (Business Communications Program, RBS, Newark) to conduct communication workshops at Lund University in Sweden and Nanjing Agricultural University in the People's Republic of China.

Dianne Mills McKay (Labor Studies and Employment Relations, SMLR, New Brunswick) to attend the 27th International Labour Process Conference.

Leslie Rapparie (English, New Brunswick) to attend a conference on writing at Binghamton University

Terrance Reagan (Science Learning, GSE, New Brunswick) to purchase Impatica software.

John Ripton (Latino and Hispanic Caribbean Studies, New Brunswick) to conduct research on tourism in Santo Domingo and Las Terrenas.

Susan Schuld (Theater Arts, MGSA, New Brunswick) for training in commercial voice-over copy and radio drama scripts.

Deborah Sparnon (Professional Development Studies Program, SCILS, New Brunswick) to purchase books and DVDs for use in courses.

Jie Xu (Criminal Justice, Newark) to take a Geographical Information System (GIS) course and partially purchase related ArcGIS 3D Analyst 9.3 software.

Congratulations to all!

New Paid Family Leave Law Goes Into Effect

The new paid family leave insurance (FLI) law went into effect January 1, 2009 with a payroll tax deduction. The FLI payroll deduction is on a sliding scale, averaging 50 cents per week for a maximum total of \$26.01 from each contributor for 2009. It is only taken out of employees' paycheck until they earn \$28,800, then the deduction stops until the next year.

FLI is designed for workers who need to take time off to care for a seriously ill family member or bond with a newborn or newly adopted child. The application form for seeking a claim for family leave benefits (Form FL-1) will become available after June 1, 2009, by visiting the Department of Labor and Workforce Development's web site at www.nj.gov/labor, by telephoning the Division of Temporary Disability Insurance's Customer Service Section at (609) 292-7060, or by writing to the Division of Temporary Disability Insurance, PO Box 387, Trenton, NJ 08625-0387.

Learn more about paid family leave insurance from the New Jersey Department of Labor Fact Sheet:
http://rutgersaaup.org/misc/Family_Leave_Insurance_Fact_Sheet_Feb09.pdf

New Jersey "Time to Care" Coalition Fact Sheet on the Family Leave Insurance Payroll Deduction:
http://rutgersaaup.org/family_leave/FLI_payroll_deduction_fact_sheet.pdf

National AAUP Election to be Conducted by Electronic Ballot

National AAUP will conduct their 2009 election by electronic ballot. Members will receive a notice by conventional mail with necessary instructions. The electronic ballot will be available no later than March 2 and the final day to cast a ballot is April 15. Contact Martin D. Snyder, Director of External Relations for national AAUP, at 202-737-5900 with questions and requests for clarification. Only full dues-paying members can vote. Nancy Stevenson, AAUP member from UMDNJ, and Karen Thompson, AAUP member from Rutgers AAUP-AFT, are the two candidates from New Jersey.

AFT wants to stay connected with PTL Retirees

When you retire, please let the PTL faculty chapter know at the union office. In conjunction with national AFT, we would like to keep you connected to the union for legislative and electoral work in the future.

Managing Grade-Oriented Students: Higher Learning or Higher Grades? by Eleanor LaPointe, PTL Sociology

Although most university catalogues stress the importance of providing students with novel ways of thinking, better written and analytical skills, and increased access to and understanding of new technology, some students appear to be consumed by attaining high grades. Most of us have had “grade-oriented” students in our classes who seem more concerned with the appearance of achievement than with actual learning.

For instructors, grade-oriented students can be both a blessing and a burden. That they care about their grades (the overt measures of learning) means that these students are responsible, motivated, and yearn for a well-structured classroom experience. On the other hand, grade-oriented students can also be emotionally draining for instructors who must continually manage student pleas for better grades. Sometimes the pleas are well-grounded and students have valid reasons for their requests, but the urgent demands for “more points” can also begin to feel like the manipulations of overindulged, overly optimistic, educational consumers. You know who I mean: the student who says that they put hours into studying and that therefore they deserve an “A” even when they scored poorly on a test; the student who begs for a better grade, stating that they did not understand the question; or the student who simply informs you that they need a higher grade in *your class* because they have not done well in others and their GPA is slipping.

So, what can we do? Here are some ideas garnered from the literature and from practical experience:

- Avoid the term “grading” and substitute other terms such as “assessment.”
- Have students use peer review methods. That is, students can grade and comment on each other’s work. When used appropriately, and in conjunction with instructor review, this can take at least some of the burden off of the instructor.
- Give both positive and negative feedback, not just negative. For example, turning comments into questions can help to deemphasize the negative while also informing students of lost points. “You did not provide enough examples of...” can be rephrased as “Could you provide more examples of...?”
- Always treat students with respect and emphasize fairness. Because of the subjective nature of grading, especially the grading of essays or other qualitative activities, students should know from the start that grading criteria are the same for everyone. In my sociology classes, I inform students that I go over assignments multiple times before allotting a grade, reading through the entire class set. (Of course, this may not be possible in classes of 100 or more students.) Explain the points or assessment system clearly in the syllabus and orally. I use the following grid to give students an outline of my expectations:

Grading Criteria for Assignments	Points
Clear and logical statements; explanation and/or examples provided to support ideas; shows insight, provides complete bibliography; submitted on time	100
Clear statements with appropriate explanations or examples	90
Clear statements with some explanation or examples	80
Some unclear statements or incorrect explanation or examples	70
Confusing, lacks explanation or reasoning. Has not been proofed for wording, punctuation and other grammatical errors	60 or lower

How do **you** manage grading? Let us know and we may share your ideas in the next newsletter.

Sources

Nowell, C. & Alston, R.M. (2007). I Thought I Got an A! Overconfidence Across the Economics Curriculum. *Journal of Economic Education*. 38, No2, 131-42.

Pollio, H.R. & Beck, H.P. (2000). When the Tail Wags the Dog: Perceptions of Higher Learning and Grade Orientation in, and by, Contemporary College Students and Faculty. *The Journal of Higher Education*. 71, No1, 84-102.

Smith, Lois J. (2008). Grading Written Projects: What Approaches Do Students Find Most Helpful? *Journal of Education for Business*. 83, No6, 325-30.



"University and college presidents from across the country converged on our nation's capital today to take part in what they called the 'I'm Stinking Rich, But I Want More' protest. From the windows of their Jaguars, Porsches, and BMWs, the protesters chanted, 'Raise tuition now,' and 'Who'll pay for this suit?'"

Summer/Winter Session Instructors Finally Win Union Recognition: Bargaining Will Begin Soon

The union recognition votes of summer and winter session instructors have finally been counted. The New Jersey Public Employment Relations Commission (PERC) has certified Rutgers AAUP-AFT's right to collectively bargain terms and conditions of employment for this group. The bargaining team is being put together with two representatives from each of the three major constituencies: full-time faculty, part-time lecturers, and teaching/graduate assistants. Mike Slott, President of the PTL Faculty Chapter, will be the chief negotiator.

Topic for Discussion: Special Permission Numbers

We have all experienced the student request for a "special permission number" (SPN) in order to get a place in a class already at stop-point. What's one more student, some may say? But others say more students can make a significant difference in class dynamics. Stop-points exist for a reason. Class size may influence what takes place in a particular course. Writing courses typically have very low stop-points: 20 or 22. Large lectures, and even average-sized courses, still have to pay attention to the number of seats in the room.

What's a PTL to do when faced with the decision of whether or not to give out a special permission number? One view respects stop-points strictly so that classes do not become unwieldy and students continue to receive reasonable amounts of individual attention from the instructor. This approach is a firm "no special permission number" policy, making it easy to respond to students with a single coherent explanation. An opposite view is to be sympathetic to students making the request for a SPN and to give in to all requests. This could be problematic, if the class size increases too far beyond a reasonable spot-point.

Some departments take the dilemma out of the PTL's hands by having a policy in which students are directed to the departmental office to make their request. This might make it easier for an individual PTL to handle numerous students and, in the end, if the class size goes beyond a certain point a union-negotiated right to "compensation for over-size classes" may apply.

What do you think about this controversy? Are there other topics for discussion that you would like to raise in these pages? Let us know: write us at aaup@rutgersaaup.org with a subject line "PTL newsletter."

If not yet a member, please join the PTLFC-AAUP-AFT! Dues explained on page 8.

[Use the application form in this newsletter or visit <http://www.rutgersaaup.org>, click on Join]

Part-Time Lecturer Profile: Charles Bivona



Charles Bivona
English Department & Writing Center, Rutgers

Poet, teacher, researcher, writer, tutor, Charles Bivona does it all. With a PhD in English Literature soon in hand, a long list of publications, and years of teaching experience, Charles is a good candidate for a tenure-track position.

Teaching a wide array of courses in the Rutgers-Newark English Department (ranging from “Composition I” to “Special Topics in American Literature: The Beat Movement”), Charles is a versatile contributor to both the Writing and the Literature programs. He also currently teaches similar courses at Drew University (including one on Walt Whitman) and has taught previously at Seton Hall University and Passaic Community College. Add to this his tutoring at the Rutgers Writing Center and Huntington Learning Center as well as his research work at Rutgers for a tenured colleague and at a chiropractic practice, and you see a very busy man.

Charles is busy, but not too busy to also deliver conference papers and publish poetry. His paper, “A Difficult Telling: Fragmentation and the Traumatized Writer”, was well received at the 18th Annual Tufts University English Graduate Conference. Most recently, his articles range from “How to Calm SAT Test Anxiety: Personal Mind Tricks for Calming Your Nerves” to “New Criticism & the Romantic Poet: Summarizing and Contending with Cleanth Brooks.” His poetry has been appearing in reviews and small magazines for more than a decade. Maybe we can elicit a union poem for our newsletter!

When asked why he thinks the PTLFC-AAUP-AFT is important for PTLs at Rutgers, Charles reveals his multi-sided, literary approach: “As part-time faculty, many of us are forced, for economic reasons, to spread ourselves rather thin. So many of us are on the run, from one job to the next, and often become invisible entities at the University. The union works on our behalf, gives us a voice within the system, and consistently champions our oft-overlooked contributions to the pedagogical excellence of Rutgers University. The PTLFC-AAUP-AFT creates a feeling of solidarity, shared appreciation, and co-operation amongst the part-time faculty. And on a personal note, as an educator, when I discuss the labor history of this country with my students, I am proud to be a direct beneficiary of that history. Keeping that in mind makes the cultural history of my lectures come alive for me and my students.”

Pension Update: Time-sensitive decision for PERS members

Current PTL members who are in the Public Employee Retirement System (PERS) have a time-sensitive decision to make: continue in PERS; leave PERS and move those contributions to a new Alternative Benefit Program (ABP) account; or maintain your PERS account with no new contributions and start a new ABP account beginning in the current semester. If you take no action, you will be automatically enrolled in ABP, your existing PERS account will be maintained with no new contributions, and you will have no later opportunity to transfer PERS funds to your new ABP account

You should receive detailed information from Rutgers University Human Resources (UHR) soon, if you haven’t already. If you have questions, contact the union at 732-964-1000 and/or UHR benefits staff at 732-932-3020, ext. 4077.

Rutgers Council of AAUP-AFT 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: FT _____ \ TA/GA _____ \ EOF _____ \ PTL _____ \

E-Mail Address _____

Home Phone _____ Cell Phone _____

Local Home Address _____
Street Apt/Floor

City State Zip Code

Please fill in your SS#

Shaded Boxes For Office Use Only

X	I	SOCIAL SECURITY NUMBER									EFFECTIVE DATE				ELEMENT #					U
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1	2	4									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 deduction 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 AAUP-AFT 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

Rutgers Part-Time Lecturer Faculty Chapter AAUP-AFT
11 Stone Street
New Brunswick, NJ 08901-1113
732-964-1000; FAX 732-964-1032



Contact information

Officers: President, Mike Slott (Labor Studies, SMLR, New Brunswick); msslott@hpae.org

Vice President, Richard Gomes (PALS, Newark); richard_gomes33@yahoo.com

Secretary, Teresa Politano (Journalism, SCILS, New Brunswick); teresa.p@att.net

Treasurer, Steve Peterson (Mathematics, New Brunswick); batu@att.net

Camden VP, Ann Rosen Spector (Psychology, Camden); arspecto@camden.rutgers.edu

Newark VP, Anthony Bevilacqua (Urban Education & Mathematics, Newark); bevilacq@andromeda.rutgers.edu

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Paul More (Mathematics, Camden); pdmore67@aol.com

Eleanor LaPointe (Sociology, New Brunswick); elan40@juno.com

Chengwen Wang (Mathematics, Newark); chengwen@andromeda.rutgers.edu

Staff Representative: Karen Thompson (English, New Brunswick); kgt@rci.rutgers.edu; union office 732-964-1000, ext. 21

Why join the union?

AAUP-AFT has tools that no other organization has to address PTL terms and conditions of employment. To claim these union tools at Rutgers, a Part-Time Lecturer must be a full dues-paying member. Eligibility begins in the second semester of teaching (unless you were full-time faculty or a TA/GA the previous semester in which case you are immediately eligible). Dues are 0.5% (.005) of the salary (\$21.15 a semester if your salary is \$4,230 a course) deducted in small amounts per paycheck. If you do not join, you will continue to pay a “representation fee” of 85% of dues. Switching to full membership costs just a little more—an inexpensive upgrade! Call our office to check on your membership status at 732-964-1000. You may be assuming you are a member when you are only a “rep fee” payer. Become a full union “citizen” able to vote and help make decisions that affect PTL working conditions at Rutgers University. Send the membership form to Rutgers AAUP-AFT, 11 Stone St, New Brunswick, NJ 08901 or FAX to 732-964-1032.

If not yet a full dues-paying member, please join the PTLFC-AAUP-AFT Today!

[Use the application form in this newsletter or visit <http://www.rutgersaaup.org>, click on Join]