

# Rutgers AAUP-AFT

February 7, 2006

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## Have a question?

## Want to get more involved?

Contact us today:

AAUP-AFT Office

[aaup@rutgersaaup.com](mailto:aaup@rutgersaaup.com)

Lisa Klein, President  
Fulltime Chapter

[lisa@rutgersaaup.com](mailto:lisa@rutgersaaup.com)

Amy Bahruth, President  
Part-time Chapter

[amy@rutgersaaup.com](mailto:amy@rutgersaaup.com)

TA/GA Steering  
Committee

[taga@rutgersaaup.com](mailto:taga@rutgersaaup.com)

## Focus on Members

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

With a contract campaign approaching we are currently reaching out to our membership for direction. Throughout the semester we will be asking you to identify priorities for the next contract campaign. We aim for a contract that meets the needs of our constituents. Several union members have volunteered to survey their colleagues during upcoming department meetings.

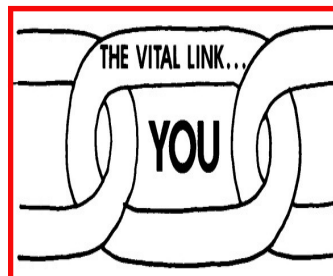
Other members have agreed to reach out to non-members in their departments as part of a new initiative called "Talk to 2." The idea behind "Talk to 2" is that colleagues encourage other colleagues to join.

Additionally we have several events coming up focusing on ensuring that faculty at Rutgers have the support they need to excel. On March 10 in New Brunswick, March 30 in Camden, and April 3 in Newark we will be hosting promotion and tenure workshops. The goal of the workshops is to provide a comprehensive re-

view of the Academic Reappointment/Promotion Instructions.

On April 20th we will be hosting a grantmanship workshop focusing on obtaining and managing grants and contracts. Present will be a representative from the Office of Research and Sponsored Programs and several successful grantee faculty.

We hope these activities and more reflect a vigorous union committed to keeping Rutgers University competitive and protecting academic excellence and integrity.



*We want to hear from you. Fill out this survey concerning contract priorities.*

<http://www.rutgersaaup.com/misc/CONTRACTPRIORITIES2006.pdf>

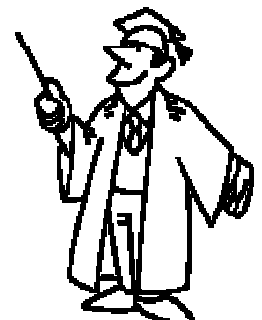
## Is Rutgers Next?

In California and across the country, conservative groups have been pushing the so-called "Student Bill of Rights." This campaign, currently under consideration by the US Congress, while claiming to "protect students," would impose an ideological litmus test on hiring, curriculum development, and teaching.

The pattern is consistent. A student or two claims to have been intimidated or issued grades by a professor based on politics; a list of professors deemed too liberal, radical, or "Communist" is then produced. Most recently students at UCLA were offered monetary rewards for notes from faculty who appeared on the "dirty 30" list.

Students are then encouraged to expose the faculty members in the press, instead of following the existing mechanisms already in place for students to address concerns in the classroom.

The newest tool in the campaign is the recently published book of America's 101 most dangerous academics. Three of those listed are from Rutgers University. Let us know how you feel and what you think we should be doing in response. Email President Lisa Klein at [lisa@rutgersaaup.com](mailto:lisa@rutgersaaup.com) or call us at (732) 445-2278.



## Faculty Governance:

### Protecting the Integrity of the Reappointment / Promotion Process

*The purpose of this Article is to help ensure the integrity of the reappointment, promotion, and tenure procedures; to provide a process for determining whether evaluations resulting in negative personnel actions were flawed...and to provide remedies in cases where defects were found.*

*(Articles X Faculty Grievance Procedure Preamble)*

<http://www.rutgersaaup.com/contract/2004-07FTAgreement.htm#X>

## Faculty Role in Personnel Processes

*Gabriel Miller: Professor of English, Newark*

Gabriel Miller is Professor of English at FAS-Newark. He served as Department Chair for 10 years and has been responsible for initiating some 15-20 evaluations of colleagues for promotion and tenure. He has also served 4-5 years on the A&P Committee. In addition, he has served in the Faculty Personnel Grievance Procedure as Counselor to a colleague almost every year for more than 15 years, and as member of a Grievance Hearing Committee when his name came up.

In a recent conversation with AAUP-AFT Staff Representative Anne Kretzmann, he had this to say about participation in these roles:

**AK:** Some people seem to view the Article X Grievance Procedure as a challenge to faculty governance in terms of the faculty role in the reappointment/promotion/tenure process. Yet you serve regularly in both of these processes. Do you see them as antithetical to one another?

**GM:** On the contrary—they are complementary elements of one of the most important aspects of faculty governance: faculty participation in the evaluation process and faculty oversight of that process.

The process of promotion and tenure for a faculty member is difficult and complex; it can be an emotionally trying experience. And when the outcome is negative, possibly due to a flaw in the process, it can be devastating. In both situations, support from colleagues is essential.

In the current system at Rutgers, supporting a colleague is more than showing up at a departmental meeting and saying a few nice things. It is mentoring a fellow faculty member through the tenure process, ensuring that the judgments of the department are heard strongly by other evaluators reviewing the candidate. It is also counseling a colleague who has been turned down, helping him or her to understand what has happened and what options are available. Showing up when selected to serve on a grievance committee is essential to satisfying the individual colleague's right to a hearing, as well as to preserving faculty oversight of the evaluation process.

**AK:** How do you find time to serve in these capacities?

**GM:** While time consuming, this is what tenured faculty are supposed to do. We are supposed to participate in university life and one of the most important service functions that one can do is to appear on an assigned grievance committee, ensuring that a colleague gets a fair hearing can be very rewarding and is not as demanding as many people imagine. As a member of the community it is our responsibility. If, as faculty, we want to continue to have a meaningful role in the governance of the University, we must participate.

*Rutgers AAUP-AFT is currently looking for additional tenured faculty to serve as counselors. If you are interested please contact Mary Gibson or BJ Walker at (732) 445-2278.*

## Faculty Grievance Counselor— Preserving and Protecting Due Process

*William H. Tucker: Professor Psychology, Camden*

Bill Tucker, a professor of Psychology in Camden has served as a grievance counselor for over 20 years. He began his career at Rutgers in 1970 as an Assistant Professor and, as a result of a negative tenure decision six years later, was nearly forced out. Through a successful grievance, though, Bill's packet was re-evaluated and the negative decision overturned. He's been giving back to the University community ever since – and in a big way.

Bill's research interest focuses on the misuse of science to support oppressive social policies, especially in the area of race, a topic about which he has written two books while regularly serving as a grievance counselor. A third book is in progress and will be completed with the assistance of an NEH fellowship.

With a strong commitment to due process and fair procedure, Bill is one of many AAUP-AFT grievance counselors who guide faculty members grieving a negative personnel action through what can be a very arduous and emotionally-draining process. During past stints as department chair, and in years with a heavy load of departmental and campus committee work, Bill has managed to carve out time for (at least) one grievance case a year for more than 20 years. Grievance counselors meet with individuals to review packets and procedures and help determine whether grievable defects occurred during the evaluation process. Counselors explore the possibilities for an informal resolution with the administration prior to grievances being filed and also assist grievants in the preparation of grievance statements. Focusing not on the academic merits of the evaluation, but rather procedural flaws that may have occurred during the process, counselors play an essential role in the representation of grievants during the process – they consider the evidence, fact-find, strategize, craft arguments and present the case. This involves the interviewing of witnesses and preparation of testimony. Faculty members who volunteer as counselors are first assigned to work with more experienced counselors (like Bill) to “learn the ropes.”

The AAUP-AFT endeavors to provide every grievant with a counselor and we encourage faculty members who are willing to counsel to contact the union. Having a counselor allows the grievant an opportunity to be heard without serving as the lightning rod for hard feelings or controversy that can arise during the course of a grievance hearing. Moreover, it's very difficult for an individual to properly represent him/herself in this kind of process – counselors serve as a buffer between the personal (and often emotionally charged) space of the grievant and the need for the facts of the case to be presented clearly and dispassionately (when possible) to a grievance committee.

Faculty members' willingness to serve as counselors (or grievance committee members) is vital to preserving faculty governance rights and the role/authority of tenured faculty at Rutgers. It is through these efforts that the evaluation and grievance processes at Rutgers are preserved and protected.

## Higher Education Report

With the beginning of the new Legislative Session a new General Assembly Higher Education Committee has been created. Chairing the committee is Assemblyman Patrick J. Diegnan (D-18). Assemblyman Diegnan is a very strong supporter of higher education funding and faculty rights. Working with other AAUP and AFT higher education locals in the state we hope to work closely with this committee to deal with the higher education funding crisis in New Jersey.

To participate in a lobbying day and/or listening session with the new committee please contact Patrick Nowlan at [pnowlan@rutgersaaup.com](mailto:pnowlan@rutgersaaup.com) or (732) 445-2278 x 20. For a complete list of committee members and contact information:

<http://www.njleg.state.nj.us/committees/assembly.asp>

Thank you to everyone who participated in our Non-Imposition bill advocacy campaign. As a result of our efforts S-319 ([http://www.njleg.state.nj.us/2006/Bills/S0500/319\\_I1.PDF](http://www.njleg.state.nj.us/2006/Bills/S0500/319_I1.PDF)) was voted out of committee on to the Senate floor. We will keep you updated on when the bill will come up for a vote.



## NJ State AAUP Conference Annual Meeting

The New Jersey State Conference / AAUP will be holding its annual meeting on Saturday, April 8, 2006. The topic is "Academic Freedom in a Time of Security," and the keynote speaker is Jonathan Knight, national AAUP, Director of the Department of Academic Freedom, Tenure, and Governance. A full program will be mailed to your home address in the spring 2006 NJ AAUP newsletter.

Receiving the "Part-Time Faculty Teaching Award" is one of our own faculty members, Amy Bahruth. Bahruth is a PTL in the Labor Studies Department and serves as President of the PTLFC Chapter of Rutgers AAUP-AFT.

The day will also include a business meeting of the NJ SC AAUP. Elections will also be held.

- April 8, 2006 8:45 A.M. - 2:30 P.M.
- Labor Education Center, Rutgers University

Rutgers AAUP-AFT will cover the cost of attending, but you need to be a member to attend. Contact Denise Borusewicz at (732) 445-2278 x 10 to RSVP.

## National Elections for AAUP are Coming Up



In the next month, full members of the Rutgers AAUP-AFT will be receiving ballots for election of National AAUP Officers including a New Jersey representative to the National AAUP Executive Council.

There are two candidates for the open slot of New Jersey Representative: Karen Thompson of Rutgers and Nancy Stevenson of

UMDNJ. You can access their campaign statements online. Statements and other election materials will follow in the regular mail. Rep fee payers do not vote. Join today so you will be eligible to vote.

<http://www.aup.org/aboutaaup/electionpage.html>

## Rutgers' PTL Receives Outstanding Teaching Award

President of our Part-time Chapter of the AAUP-AFT, Amy Bahruth has been selected to receive the AAUP State Conference Part-Time Faculty Teaching Award. She was nominated by Professor Emeriti, Wells Keddie, because of a combination of flexible approaches to her subject matter (Labor Studies) and a capacity for hard work that those who know her find truly amazing.

She graduated from Rutgers in Labor Studies during the 1980s and went to Hunter College, CUNY, for a degree in Environmental and Occupational Health Sciences in 1991, supported by a NIOSH Fellowship and mentored by Prof. David Kotelchuck.

She currently serves as president of the Part-Time Lecturer Chapter of the Rutgers AAUP/AFT and has served as Vice-President and a board member since 2002. She draws upon her experience in those positions to enrich her classes much to her students' delight.

## Workload Survey for Non Teaching Faculty

Rutgers AAUP-AFT has been conducting monthly surveys to assist with contract enforcement and to identify questions and problems that members are having.

Our last survey focused on workload and many of our members correctly pointed out that it was only applicable to those faculty whose main responsibility is teaching. We have created an additional survey that is applicable to non-teaching faculty.

The results will help determine what projects we might pursue in the near future. Individual responses will be kept confidential. Please take a moment now to complete the survey by clicking on the link below. If you are pasting the address into your browser please be sure to copy the entire url.

<http://leadernet.aft.org/surveymaker/take/survey.cfm?id=27a5184b-9a46-3a38-1dc1-7fc8efa80bb7>

## Upcoming Events

### GSA Film Series "Salt of the Earth"

Thursday, February 9, 2006

Snacks at 7:00 p.m.

Movie at 7:30 p.m.

Graduate Student Lounge, by the Rutgers Student Center

### Non-Tenure Track Caucus Meeting - Camden

Friday, February 17, 2006

12:20 to 1:20 p.m. with lunch provided

Octagon Dining Room, Campus Center

To RSVP to the meeting or for more information about the Non-Tenure Track Caucus, please contact Rich Moser at [rmoser@rutgersaaup.com](mailto:rmoser@rutgersaaup.com) or 732-445-2278, ext. 18.

### Camden Chapter Meeting

Tuesday, February 21, 2006

12:20 to 1:20 p.m. with lunch provided

Octagon Dining Room, Campus Center

More details to follow

### Executive Council Meeting

Wednesday, February 22, 2006

9:30 a.m. at the Labor Education Center

### Promotion/Tenure Workshops

Save the dates - download flier

<http://www.rutgersaaup.com/misc/NBNoticeFlyer06.pdf>

- **New Brunswick** Friday, March 10, 2006  
9:30 a.m. to Noon with lunch following.  
Scholarly Communications Center, 4th Floor, Alexander Library
- **Camden** Thursday, March 30, 2006  
Lunch and registration starting at 11:30 a.m.  
Program runs from Noon to 2:00 p.m.  
Location to be announced
- **Newark** Monday, April 3, 2006  
Lunch and registration starting at 11:30 a.m.  
Program runs from Noon to 2:00 p.m.  
Location to be announced

### NJ AAUP State Conference

Saturday, April 8, 2006

8:45 a.m. to 2:30 p.m.

Rutgers University, Labor Education Center

### Grant Administration Workshop

Thursday, April 20, 2006

11:30 a.m. to 2:00 p.m. with lunch provided

Location to be announced

## Wells H. Keddie Scholarship

Reminder to submit nominations for the Wells H. Keddie Scholarship. The deadline for the scholarship is February 15, 2006, with the award to be distributed in April.

The scholarship will be awarded to a student who is expected to reach a total of 60-90 credits in June of the semester preceding the fellowship (normally a Junior), who is enrolled in any of the Rutgers Undergraduate colleges, and who combines excellent scholarship with social activism.

The application/nomination process consists of the following; a letter of nomination by a faculty member, describing the student's involvement in community-building activities, whether on- or off-campus, and 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, and a letter of recommendation by a second faculty member.

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

Wells H. Keddie Scholarship Fund

Attn: Rae Tellefsen

Rutgers Council of AAUP-AFT Chapters

48 Street 1603

Piscataway, NJ 08854

## Executive Council Update

The Executive Council of the Rutgers Council of AAUP Chapters, AAUP-AFT has passed the following resolutions:

[Support of Douglass College](#) (December 13, 2005)

["Talk to 2" Membership Campaign](#) (December 13, 2005)

Full text of the Resolutions can be found on the Rutgers AAUP-AFT website at

<http://www.rutgersaaup.com/ExecCouncil.htm>

The Executive Council of the Rutgers AAUP-AFT meets monthly. The next meeting will be held on February 22 at 9:30 A.M. at the Labor Education Center.

## Rutgers Council AAUP Chapters, AAUP-AFT

48 Street 1603 (Livingston  
Campus),

Piscataway, NJ 08854-8036

Phone: (732) 445-2278

Fax: (732) 445-5485

E-mail: [aaup@rutgersaaup.com](mailto:aaup@rutgersaaup.com)

Web: [www.rutgersaaup.com](http://www.rutgersaaup.com)