

# Rutgers AAUP-AFT

March 7, 2006

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## Protecting Collective Bargaining and Shared Governance

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

After the University Senate meeting passed recommendations regarding the TUE, President McCormick was quoted in the Daily Targum on February 27, 2006 saying "I don't promise to faithfully concur in your recommendations." While we hope that McCormick will support the recommendations of the University Senate, it raises the question of the role of Faculty and shared governance in the University Community.

What has become of the voice of the faculty at Rutgers? Faculty that have been at Rutgers a long time remember when good governance went hand in hand with a stable and secure tenure system. Tenure exists not only as a safeguard for academic freedom but an important prerequisite for the practice of governance. To be a full academic citizen, faculty must not feel that it is frowned upon when they participate in faculty governance. While the current reward structure deemphasizes service in the union and governance bodies; and faculty are distracted by the increasing workloads and escalating demands for tenure and promotion, there has been a decrease in the number of tenure lines.

Between 1995 and 2004 the percentage of faculty on tenured and tenure-track lines has decreased from 68% to 59%.

The slow decline of tenure is part and parcel of historic shifts in cultural expectations and managerial practices that have subtly eroded shared governance.

This attitude is reflected in changes on the Camden Campus, where courses with fewer than 5 students will be treated as independent studies and faculty will be required to teach an extra course the next semester. The requirement is ambiguous and has provided for exceptions, but faculty are concerned; concerned enough to fill the Camden Campus Chapter meeting to standing room only.

Similarly the restructuring of the English Department and the Writing Program at Newark resulted in changes to the workload and decreased compensation for part-time lecturers (PTLs). A meeting with concerned faculty was held and after discussions with those involved some issues have been resolved. It is this oversight of the faculty role as stewards of the curriculum and by implication the university, which has highlighted the muted voice of faculty.

The erosion of tenure is happening piecemeal across the country. As we approach the contract negotiation in spring of '07 it is important that the faculty have a strong voice that expresses our unwavering support for tenure.

Contact us today:

AAUP-AFT Office

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

Lisa Klein, President  
Fulltime Chapter

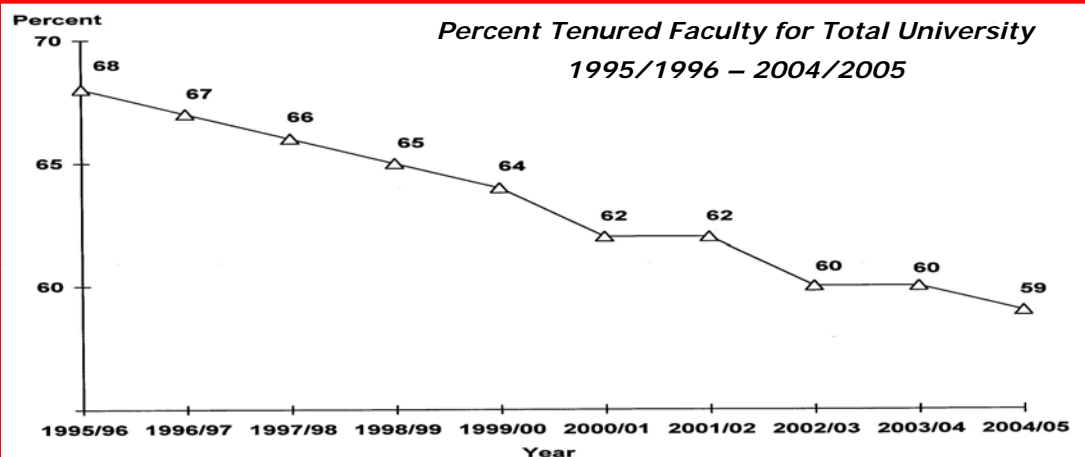
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# Focus on Faculty: Zoran Gajic



Zoran Gajic, Professor of Electrical and Computer Engineering, joined the Rutgers Community in 1984. He teaches electrical circuits, linear systems and signals, controls, and networking courses. He has authored or coauthored more than sixty journal papers, primarily published in *IEEE Transactions on Automatic Control* and *IFAC Automatica* journals, and seven books in the fields of linear

systems and linear and bilinear control systems.

Next to his wife and two children, Zoran's pride and joy rests with former doctoral students who are now working all over the world. Currently Zoran serves as the Graduate Program Director of ECE and is the Principal Investigator of a NSF project looking at the optimization of the mobile phone battery power so that it can last much longer without recharging.

In addition to the 60-80 hours a week he spends on his research, teaching, and service as the Graduate Program Director, Zoran has always found time to do the work of the AAUP-AFT. "It is an honor to be a member of the American Association of University Professors and I want my colleagues to know that. We need a strong faculty union to represent us at the bargaining table. We don't want lower salaries or a decrease in the number of tenure lines, so we need to strengthen our voice by building the union."

The role that Zoran feels most comfortable in at the moment is his work in talking to faculty members about joining the union. "Initially it was hard talking to my colleagues, they had a lot of questions about who the union represented and why we needed a union; but that has changed. The union is made up of faculty members volunteering their time to ensure that our voice is heard and our rights are protected. Faculty members know that they can come to me or Lisa Klein with questions about the contract, promotions, FASIP, and sabbaticals."

"Some faculty members have short-term memory when it comes to supporting the union. With compensation at Rutgers ranking among the highest of AAU research institutions and a contract that continues to protect the institution of tenure, we owe a lot to our colleagues who built the union." Early on in his career Zoran saw the importance of the AAUP and has not forgotten the

*"Zoran is an extremely dedicated faculty member. He publishes in a year more than what most of us publish in five years and still volunteers for the AAUP despite his extremely high work load. "*

Haim Baruh, Mechanical and Aerospace Engineering

guidance he received during his tenure candidacy -- he's been active ever since.

Currently Zoran serves as the Vice President of the New Brunswick Chapter, is a member of the Membership Committee, and for the past 15 years has served as a grievance counselor to almost 20 faculty members. In 2003 he won the Miles Galvin Grievance Award for his long term distinguished service as a counselor.

"The hardest part of membership work is just making the initial effort to talk to colleagues. Now it is part of my routine."

Zoran Gajic is one of many committed members of Rutgers AAUP-AFT. Do you know others? If so, let us know about them and we'll highlight their contributions in a future newsletter. Contact Anne Kretzmann at [annek@rutgersaaup.com](mailto:annek@rutgersaaup.com)

**Zoran's Students:** <http://www.ece.rutgers.edu/~gajic/students.html>

**Zoran's NSF Project:** <http://www.winlab.rutgers.edu/~gajic/>

## What Can You Do?

- Become a Department Representative, facilitate information exchange between chapter executive committee and unit members. Contact Denise Borusewicz at [deniseb@rutgersaaup.com](mailto:deniseb@rutgersaaup.com)
- Talk to 2! Volunteer to talk to two members of your department about joining the union or getting more involved. Contact Rich Moser at [rmoser@rutgersaaup.com](mailto:rmoser@rutgersaaup.com) and <http://www.rutgersaaup.com/misc/talkto2.pdf>
- Join the AAUP-AFT membership Committee. Think creatively about ways to support members and encourage non members to join. Contact Rich Moser at [rmoser@rutgersaaup.com](mailto:rmoser@rutgersaaup.com)
- Serve as a grievance counselor. Rutgers AAUP-AFT is currently looking for additional tenured faculty to assist faculty members appealing their tenure or promotion decision. Contact BJ Walker at [BJWalker@rutgersaaup.com](mailto:BJWalker@rutgersaaup.com)
- Join the Legislative Committee. Work with other committee members on educating the faculty about legislative issues and the political process. Contact Patrick Nowlan at [pnowlan@rutgersaaup.com](mailto:pnowlan@rutgersaaup.com)
- Become involved in the PTLFC if you're a PTL or interested in PTL concerns. Contact Karen Thompson at [kgt@rci.rutgers.edu](mailto:kgt@rci.rutgers.edu)

Interested in a project you don't see listed? Contact Lisa Klein or Amy Bahruth with your ideas.

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

# Another Rocky Year

Every year, faculty members are evaluated for reappointment, promotion or tenure. Packets are prepared, evaluations occur, and evaluations and recommendations are put to paper by departments, appointments and promotions committees, deans and the Promotion Review Committee.

Not all packets are successful and procedural mistakes can and do occur during the evaluation process. A faculty member denied reappointment, promotion and/or tenure who believes that procedural defects occurred in the course of an evaluation may file a grievance under the Faculty Personnel Grievance Procedure set forth in the Collective Agreement (Article X).

The defects defined as grievable under Article X are:

- Procedural violations of the Academic Reappointment/Promotion Instructions, University Regulations or established practice related to reappointment or promotion, or Article XIV of the Agreement

- Material factual inconsistencies with the record
- Enmity or discrimination by an evaluator
- Evaluation not in accord with the criteria

It was another rocky year for faculty grievants as the administration continued to put up road blocks to grievances proceeding to faculty committees. For a third year in a row, the administration seeks, through the reviewing process, to limit the kinds of issues faculty committees are permitted to consider under the personnel grievance procedure. The AAUP-AFT views these actions as a continuing abrogation of agreements made by current and former administrators during the process of negotiations and also as an intrusion into the domain of faculty governance.

Grievances filed by faculty members are reviewed by the Reviewing Officer (Asst. V.P. for Academic Affairs Sean Spinello) who makes a determination as to whether allegations filed are technically grievable under the definition of an Article X grievance. If he determines that one or more allegations in a statement are not grievable, he rejects the allegation(s) and the statement is returned to the faculty member for withdrawal, revision and resubmission of rejected allegation(s), or appeal to an outside arbitrator (the "Permanent Referee") who is jointly appointed by the administration and the union.

In the current cycle of grievances (following evaluations that took place in 2004-05), 13 faculty members filed intents to grieve. To date, two individuals have withdrawn from the process and 11 grievances are slated to proceed to faculty committees.

Also in this cycle, eight faculty members have asked

the Permanent Referee to overturn the administration's rejection of their allegation(s) by requesting that the union file an appeal on their behalf. An appeal requires a significant amount of time and energy on everyone's part and significant expense on the part of the union and the University – it also delays the process which can be of great detriment to faculty members who could go off payroll before having the opportunity to have their cases heard.

The Permanent Referee ruled that the Reviewing Officer improperly rejected 10 of the 13 allegations appealed by the eight faculty members. The administration must now, by order of the Referee, permit these allegations to proceed to faculty committees who will determine whether the defects alleged actually occurred. Hearings for most grievants will begin within the next few weeks.

Continued on Page 6

## AAUP-AFT Issues in the News

Two recent Daily Targum articles have covered issues that the AAUP-AFT is dealing with.

The March 2 issue of the Daily Targum covered issues of compensation that the Part-time Lecturer Faculty Chapter is dealing with.



### **Fulltime Discrepancy**

[http://www.dailytargum.com/home/index.cfm?event=displayArticlePrinterFriendly&uStory\\_id=fc862a45-9d9d-4f77-bda0-7dfbd79e3c8f](http://www.dailytargum.com/home/index.cfm?event=displayArticlePrinterFriendly&uStory_id=fc862a45-9d9d-4f77-bda0-7dfbd79e3c8f)

To take action on this issue go to <http://www.unionvoice.org/campaign/prorata>

The February 9th issue of the Daily Targum covered issues that Fulltime Non-tenure Track Faculty are dealing with.

### **Outside the Tenure Track**

[http://www.dailytargum.com/home/index.cfm?event=displayArticlePrinterFriendly&uStory\\_id=97e025d6-f5b5-4b72-b699-5b84242d8aa8](http://www.dailytargum.com/home/index.cfm?event=displayArticlePrinterFriendly&uStory_id=97e025d6-f5b5-4b72-b699-5b84242d8aa8)

Read more on the Non Tenure Track Faculty Caucus at <http://www.rutgersaaup.com/misc/Feb06ContingentFaculty.htm>

## COMMENTS \* COMMENTS \* COMMENTS

Do you like what you are reading? Do you have ideas on additional topics we should cover? Would you like to submit an article for the newsletter?

Contact the AAUP-AFT at [aaup@rutgersaaup.com](mailto:aaup@rutgersaaup.com) or through campus mail at AAUP-AFT on the Livingston Campus.

# Corzine Higher Education Advisor, Jane Oates, to Speak at NJ AAUP Annual Meeting



Governor Jon S. Corzine has selected Jane Oates to serve as his senior policy advisor. In this capacity she has been appointed as the Executive Director of the New Jersey Commission on Higher Education.

Most recently Jane Oates was the Senior Education Advisor to U.S. Senator Edward M. Kennedy on the Senate Health, Education, Labor and Pension Committee, serving as lead advisor on higher education policy for the Senate Democratic Caucus. Prior to that, she directed field services for Temple University's Center for Research in Human

Development and Education and worked on teacher induction programs in Philadelphia. She began her career as a special education teacher.

"I'm excited to be joining Governor Corzine's team and particularly honored to be asked to serve as Executive Director of the Commission on Higher Education. Governor Corzine is committed to making higher education a priority and working with the Commission and the college presidents to improve a public and private system with a proven track record of access and institutional excellence," Ms. Oates.

Ms. Oates will be speaking at the NJ State AAUP Conference on April 8<sup>th</sup>.

## *New Jersey State Conference American Association of University Professors ANNUAL MEETING, Saturday, April 8*

### **ACADEMIC FREEDOM IN A TIME OF SECURITY**

#### **Agenda**

- 8:45 Registration, Certification of voting delegates from chapters, Coffee, tea, juice, bagels
- 9:00 Welcome: Judith L. Johnston, NJ AAUP President  
Introduction of 2005-2006 Executive Committee  
**Award for Outstanding Service to Higher Education**  
*Patrick J. Diegnan, NJ Assembly (18th district)*  
**Awards for Outstanding Teaching**  
*Amy Bahruth, Labor Education, Rutgers University*  
*Michael C. Newlon, Molecular Genetics, Microbiology, and Immunology, UMDNJ-Robert Wood Johnson*  
**Award for Outstanding Research**  
*Eric Davis, Political Science, Rutgers University*
- 9:30 Judith L. Johnston  
*"Let Me Count the Ways Professors Practice Accountability"*
- 9:45 Patrick J. Diegnan, Chair, Higher Education Committee, NJ Assembly  
*"Academic Freedom as an Essential Component of NJ's Higher Education Community"*
- 10:15 Invited Guest Jane Oates, Senior Policy Advisor to the Governor on Higher Education and former Senior Education Advisor to Senator Kennedy
- 10:45 break
- 11:00 Jonathan Knight, AAUP, Academic Freedom, Tenure & Governance  
*"Safeguarding Academic Freedom: The Constant Struggles"*
- 11:45 Business Meeting, NJ AAUP  
Officers' Reports  
Election of Executive Committee members and ASC Delegates
- 12:30 Lunch
- 1:30 Two workshops:  
*Lobby Training for State Legislative Action in Trenton*  
*Capitol Hill Day in Washington, June 8, 2006*

Registration is requested but not required. To register contact 732-445-2278 x15 or [deniseb@rutgersaaup.com](mailto:deniseb@rutgersaaup.com)  
There is no cost to attending if you are a Rutgers AAUP-AFT Member  
Join Today:  
<http://www.rutgersaaup.com/join.htm>

*Conference to take place at the Rutgers Labor Education Center, New Brunswick, Ryders Lane, one light west of U.S. 1*

## Rutgers' Professor Receives Outstanding Research Award



Eric Davis, Rutgers Professor of Political Science and Director of the Rutgers Center for Middle Eastern Studies has been chosen to receive the NJ AAUP Outstanding Research Award. Eric Davis exemplifies the many sides of the research scholar.

His own projects address practical global problems while his direction of the Center encourages other academics in their work.

Davis will receive his award at the NJ-AAUP State Conference meeting on April 8th.

## AAUP-AFT Survey on Leaves

Rutgers AAUP-AFT has been conducting monthly surveys to assist with contract enforcement and to identify questions and problems that members are having. This month's survey deals with leaves.

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.

For the TA / GA survey:

<http://leadernet.aft.org/surveymaker/take/survey.cfm?id=9793956d-cfc6-1073-b084-b060075ab941>

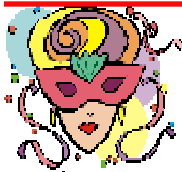
For the PTL survey:

<http://leadernet.aft.org/surveymaker/take/survey.cfm?id=97acc619-ec0b-81ec-bcf2-566f6dfd985b>

For the Full-time Faculty survey:

<http://leadernet.aft.org/surveymaker/take/survey.cfm?id=9de327b7-ead98-f30d-76bd-a592b6901932>

## Remember Your Union Colleagues



As the city of New Orleans gathered last week to celebrate Mardi Gras, we ask that you take time to remember the more than 15,000 of our fellow AFT members who were forced to evacuate their homes due to Katrina and Rita.

Thanks to members like you, the AFT has raised more than \$1 million for the AFT Disaster Relief Fund, which provides direct assistance to AFT members who have suffered losses in these storms. But we can do more.

To make your tax-deductible donation online, go to <http://www.aft.org/katrina>.

To read more on the Rutgers AAUP-AFT response to Katrina go to <http://www.rutgersaaup.com/misc/katrina9-26-05.htm>

## Governor Corzine to Hold Budget Priority Dialogues

Governor Corzine is hosting three community dialogues to identify priorities as he prepares his budget proposal for the legislature. As workers and resident of New Jersey it is important for Governor Corzine to hear from the Higher Education Community. The dialogues will take place around the state on March 7, 8, 9. Location and RSVP information can be found on <http://www.nj.gov/budget06/dialogues/>

### North Jersey Region:

**Tuesday, March 7, 2006, 7:00 PM**

Montclair State University  
University Hall - College of Education and Human Services Building

### Central Jersey Region:

**Wednesday, March 8, 2006, 7:00 PM**

Monmouth University  
Woodrow Wilson Auditorium

### South Jersey Region:

**Thursday, March 9, 2006, 7:00 PM**

Rowan University  
Student Center Building

On March 6 Rutgers AAUP-AFT President Lisa C. Klein will be testifying before the Assembly Higher Education Committee on the state of higher education in New Jersey. Joining her on the panel will be Judith Johnston, President of the New Jersey State Conference of AAUP Chapters, and Nicholas Yovnello, President of the Council of New Jersey State College Locals/AFT.

If you have questions about the budget priority meetings or the Assembly Higher Education Committee, or would like to get more involved in the AAUP-AFT Legislative Committee please contact Patrick Nowlan at 732-445-2278 x 20 or [pnowlan@rutgersaaup.com](mailto:pnowlan@rutgersaaup.com)

## Executive Council Update

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

***Endorsement of National Demonstration Against the War in Iraq*** (February 22, 2006)

***Support of Striking United Electrical Workers Local 155*** (Feb. 22, 2006)

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 March 22 at 9:30 A.M. at the Labor Education Center.

## Rocky Year Continued

These most recent rulings by the Permanent Referee further support the AAUP-AFT's position that what the administration has done and continues to do vis a vis grievance reviews is excessive and improperly intrudes on the purview of the faculty in overseeing the integrity of the reappointment/promotion/tenure processes. The actions by the administrative Reviewing Officer continue to overreach the limited procedural role intended when Article X was negotiated.

To provide a flavor of the kinds of allegations the administration has sought to prevent faculty members from pursuing, we summarize several allegations below that were rejected and then ordered accepted by the Permanent Referee:

- The dean's evaluation of scholarship was not in accord with the criteria in that the standard applied was not appropriate to the candidate's field. The claim was that the dean, as evidenced in the narrative, evaluated the candidate as though he were in a different field altogether. The administration rejected the allegation, stating that, "...your issue with the dean's evaluation of your work is not that you were evaluated according to standards not applicable to your field, but that the dean's assessment of your work was not a positive one. You are thus gainsaying the academic judgment of your work by the dean; academic judgment is not grievable." The Permanent Referee found that the grievant had, indeed, set forth the elements constituting a claim that the criteria were erroneously applied and ordered that the allegation proceed to a committee.
- The PRC did not abide by the University's Affirmative Action policy (University Regulation 6.4.8). The administration rejected the allegation on the basis that the "allegation does not describe a discrete procedure or step in the Academic Reappointment/Promotion Instructions that was not carried out correctly in the course of your promotion evaluation." [Note here that the basis for the rejection failed to address the violation as it was alleged, i.e., as a violation of University Regulations.] The grievant revised the allegation, resubmitting it together with a claim of discrimination which was then rejected as untimely by the Reviewing Officer. The Permanent Referee found that the presentation of the claim of discrimination could not be rejected as untimely as it was inherent in the first claim. With regard to the allegation of violation of the Affirmative Action policy, the Referee noted, "The Permanent Referee finds that the University does have an Affirmative Action Policy. The grievant cites it as Regulation 6.4.8. As cited, that Regulation mentions advancement in employment of qualified members of minority groups . . . . Both questions should be adjudged in the grievance procedure. Accordingly, the Reviewing officer erred in rejecting this revised Allegation."

- Two individuals alleged that evaluators improperly relied on the absence of explicit tenure recommendations in external letters. Although the letters of solicitation do not request that external reviewers state whether tenure at Rutgers is recommended, the absence of explicit recommendations was presented in the narratives as a negative factor in assessing the candidacies. These allegations were presented under two different categories- one faculty member presented the defect as a procedural violation and the other presented the defect as an evaluation which was not in accord with the criteria. These allegations were rejected by the administration with the following explanation: "it [the allegation] does not speak to a specific procedure... or established practice, but instead expresses an opinion regarding the academic judgment of the members of the faculty...", and, "This allegation does not describe an evaluation that was not conducted in accordance with the criteria...but instead expresses a disagreement with the academic judgment and evaluation..."

The Permanent Referee ruled both allegations accepted as filed. With regard to the allegation as a procedural defect, the Permanent Referee noted: "In this case, it is alleged to be the University's practice to send a particular letter and form to outside reviewers. That form does not ask the outside reviewer to opine on the tenure-worthiness of the applicant. Rather, it asks for an assessment of the candidate's scholarship. The claim that the A&P infused its deliberations with a negative inference for the failure of outside reviewers to recommend the candidate for tenure, when those reviewers were never asked to make such a recommendation, is essentially a claim that the A&P violated a University Regulation or practice by using the outside letters for a purpose not expressed in the Regulation or practice."

With regard to the allegation as "not in accord with the criteria," it was noted that, "the presence in the Department's narrative of positive or negative comments from the external reviewers about the Grievant's tenure-worthiness may, arguably, have injected a new criterion into the evaluation...The merits of that argument are for the Grievance Committee which is free to conclude, as the University argues, that the various levels of review simply recited some of the comments from the outside evaluators to demonstrate that they had read them all. . ."

If you are interested in the bargaining history of Article X and the administration's actions as they relate to the review of grievance statements, consider the history set forth in the very first appeal filed when the administration began their attempts to narrow what is permitted to go to faculty committees.

<http://www.rutgersaaup.com/misc/BargainingHistory3-06.pdf>

## Part-time Lecturers Receive Professional Development Awards

As negotiated in the Part-time Lecturer Faculty Chapter Contract, PTLs are eligible for the grants from the Professional Development Fund. For the first time PTLs have recourse to some funding through Rutgers to do research, present conference papers, give talks or otherwise participate in their disciplines. This is an enormous advance for PTLs professionally – one that directly impacts students by encouraging their teachers to remain active in their fields.

**Susan Stehlik**, a lecturer in the Business Communication Program at the Business School in Newark, for attendance at the International Communications Association's Annual Conference.

**Kristen Turner**, a lecturer in the Department of Learning and Teaching at the GSE, for her continued study regarding effective methods for teaching writing and the impact of automated scoring on students' writing.

**Bruce Chadwick**, a lecturer at Livingston College, for travel related to his research for a biography of George Wythe.

**David Mislán**, a lecturer in the Department of Political Science, to present a paper at the Teaching and Learning Conference on the internationalization of the political science curriculum.

**Lee Ratzan**, a lecturer in SCILS, for his development of materials to educate professionals working in NJ libraries, schools, and educational agencies regarding information and network security.

**Olubayi Olubayi**, a lecturer in the Department of Africana Studies, to assist in the research project "The Place of Science in Africana Studies."

**Debra Miller**, a lecturer in the Camden Fine Arts Department, for her participation in the exhibition "Cut it Out!" at the Da Vinci Art Alliance in Philadelphia.

**Donald Monteverde**, a lecturer in the Department of Geological Sciences, for his presentation entitled "Seismic-core integration of nearshore-onshore new Jersey early Miocene sequences," at the Annual Meeting of the American Geophysical Union.

**Heather Casey**, a lecturer in the Department of Learning and Teaching at the GSE, for her presentation at the National Reading Conference and to present her paper "Considering Context: Understanding effective urban middle school teachers and their work with struggling readers and writers," at the Urban Ethnography Conference at the University of Pennsylvania.

**Margaret Rogers Darian**, a lecturer in the Department of Public Policy and Administration at the Graduate School in Camden, for her research on the impact of service learning.

**Sandra West**, a lecturer in the Department of English at Newark, for her participation in the Paul Laurence Dunbar Centennial Conference at Stanford University.

Forty-nine PTLs applied to the professional development fund for a wide range of projects. The \$5000 allocated could not begin to meet the needs of these projects. In the next round of negotiations we will be looking to increase the amount of money allocated to the professional development fund.

*Are you interested in getting involved? Contact the PTLFC President, Amy Bahruth for more information on ways to get involved. [amy@rutgersaaup.com](mailto:amy@rutgersaaup.com)*

## National Elections for AAUP are Coming Up

On March 1, 2006, members of the Rutgers AAUP-AFT were mailed ballots for election of National AAUP Officers.

Officer Nominations are as follows,

### President

[Thomas E. Guild](#), Legal Studies, University of Central Oklahoma

[Cary Nelson](#), English, University of Illinois at Urbana-Champaign

### First Vice President

[Larry G. Gerber](#), History, Auburn University (Alabama)

[Daniel P. Murphy](#), History, Hanover College (Indiana)

### Second Vice President

[Thomas F. Coffey](#), Modern Languages, Creighton University (Nebraska)

[Estelle Gellman](#), Educational Psychology, Hofstra University (New York)

### Secretary-Treasurer

[Jeffrey A. Butts](#), Biology, Appalachian State University (North Carolina)

[George C. Wharton](#), Communication, Curry College (Massachusetts)

### District VII - New Jersey

**Nancy Stevenson**, Physiology and Biophysics, University of Medicine and Dentistry of New Jersey

**Karen Thompson**, English, Rutgers University



Statements can be found on the AAUP website at <http://www.aaup.org/> and click on the election link. Statements and other election materials are included with the ballot.

## Rutgers AAUP-AFT Elections

Elections for Campus Chapter Officers and Executive Committees are currently taking place. We are also electing new members of the Executive Council from each of the campuses.

Nominations will be discussed at Campus Meetings (see dates below) and the slate will be posted on the AAUP-AFT website. If you are interested in running for a Campus Officer (one year term) or for the Executive Council (two year term) please contact your Campus President.

Camden: Janet Golden [jgolden@camden.rutgers.edu](mailto:jgolden@camden.rutgers.edu) (Chapter meeting was February 21, 2006)

Newark: Jim Schlegel [jimms@andromeda.rutgers.edu](mailto:jimms@andromeda.rutgers.edu) (Chapter meeting is March 27, 2006)

New Brunswick: Robert Angelo [rca@rci.rutgers.edu](mailto:rca@rci.rutgers.edu) (Chapter meeting is March 22, 2006)

Ballots will be mailed in early April. Rep Fee Payers can vote in the Election by joining Rutgers AAUP-AFT. Join Today <http://www.rutgersaaup.com/join.htm>

## Upcoming Events

### Executive Council Meeting

Wednesday, March 22, 2006

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

### New Brunswick Chapter Meeting

Wednesday, March 22, 2006

12:00 Noon at the Labor Education Center, Rm 130

RSVP to [deniseb@rutgersaaup.com](mailto:deniseb@rutgersaaup.com)

### AAUP Emeriti Colloquium on Film: *Being There*

Wednesday, March 22, 2006

8:10pm at Lucy Stone Auditorium, Livingston College  
Download Flier

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

### WILD: Women in Leadership Development

*How do unions help women and how do women help union?*

March 24-25, 2006

Labor Education Center

Contact [jawalkoviak@smlr.rutgers.edu](mailto:jawalkoviak@smlr.rutgers.edu)

### Newark Chapter Meeting

Monday March 27, 2006

11:30 at the Robeson Campus Center, Room 227

RSVP to [deniseb@rutgersaaup.com](mailto:deniseb@rutgersaaup.com)

### NJ AAUP State Conference

Saturday, April 8, 2006

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

Rutgers University, Labor Education Center

Registration is requested but not required. Register at 732-445-2278 x15 or [deniseb@rutgersaaup.com](mailto:deniseb@rutgersaaup.com)

### Grant Administration Workshop

Thursday, April 20, 2006

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

Paul Robeson Cultural Center

RSVP to [annek@rutgersaaup.com](mailto:annek@rutgersaaup.com)

### Financial Matters for Retirees

Friday, April 21, 2006

12:00 Noon in Rm A232, Lucy Stone Hall, Livingston Campus

Presented by the Emeriti Assembly of the AAUP-AFT

### US Labor Against the War: March in NYC

Saturday April 29, 2006

details at [www.uslaboragainstawar.org](http://www.uslaboragainstawar.org)

### Promotion/Tenure Workshops

download fliers at

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

RSVP to [janel@rutgersaaup.com](mailto:janel@rutgersaaup.com)

- **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.  
Camden Campus Center West, ABC Conference Rooms
- **Newark** Monday, April 3, 2006  
Lunch and registration starting at 11:30 a.m.  
Program runs from Noon to 2:00 p.m.  
Center for Law & Justice, Room 590  
(Large Conference Room, Provost's Office)

Stay Updated on Rutgers AAUP-AFT events by checking our events page at

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

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