



# PART TIME LECTURER FACULTY CHAPTER

RUTGERS COUNCIL OF AAUP-AFT CHAPTERS • October 2009

[www.rutgersaaup.org](http://www.rutgersaaup.org) • [Haaup@rutgersaaup.org](mailto:Haaup@rutgersaaup.org) • 732-964-1000

## President's Message: Why We Have a Union

If any of you have ever wondered, "What benefit do I get from being part of a union at Rutgers?", what happened recently should provide a convincing answer.

Because of financial problems—exacerbated by the severe downturn in the economy—in early 2009 the Rutgers administration raised the specter of massive layoffs, program cutbacks, and tuition hikes to fill a large gap in the budget for the next fiscal year. Under one scenario, almost ½ of all of PTL appointments would have been eliminated. If faculty and staff were not represented by labor unions, the administration could have done whatever they deemed necessary to deal with the budget deficit. They could have acted unilaterally to freeze salaries, increase the workloads of faculty, limit the hiring of PTLs—in short, do whatever in their judgment was required to correct the problem.

However, because PTLs, full-time faculty, teaching/grad assistants, and staff are represented by unions, the administration had to approach our unions and request to negotiate any changes they sought. They could not impose any changes without the agreement of union leaders and the membership.

While this process of negotiations is not completed with all of the unions at Rutgers, we have already seen positive outcomes. The Rutgers AAUP-AFT negotiated a reasonable modification of their salary increases. Full-time faculty will still receive salary increases over the next two years, but the increases will be delayed. With respect to our contract, PTL salary increases will go into effect without any delay. (See the article on page 2 for details.) And, from what we know so far, it appears that PTL positions are being offered as they have in the past.

Without a union, do you think we would have had this kind of outcome? Without the "voice" we get from being in a union, do you think the Rutgers administration would have hesitated to freeze our salaries? No, it's clear that we need a union. And that is why I urge you to come to the membership meetings in October, to contact us with your concerns and issues, and to play an active part in making your union a strong and effective advocate for PTLs.

In Solidarity,

*Mike Slott*

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

### PTL Fall Membership Meetings

| Tuesday, October 13  | Wednesday, October 14   | Thursday, October 15  |
|--|---|---|
| New Brunswick<br>AAUP-AFT Office<br>11 Stone Street<br>New Brunswick, NJ 08901 | Camden<br>South AB Conference Room<br>Campus Student Center<br>Camden, NJ | Newark<br>PRCC Room 224<br>Newark Campus Center<br>Newark, NJ |
| 12:30 Noon<br>Lunch  | 12 Noon<br>Lunch  | 2:30 PM<br>Refreshments                                       |

RSVP to Denise at [deniseb@rutgersaaup.org](mailto:deniseb@rutgersaaup.org) or call 732-964-1000

## PTL Salary Increases Protected with No Delay in Implementation

PTL salaries have been protected with no delay. All returning PTLs should be receiving salaries that are slightly higher than last spring: either the new minimum (\$1,410 per credit / \$4,230 for a 3-credit course) or a 3% raise, whichever is higher. New hourly rates in the PALS program are \$42 for Intensive and Evening with \$47 for the Corporate Program. Be sure to check your appointment letters or pay stubs and query your department administrator if you think there's no increase. Let us know if you have any problem. Next semester there will be another 3% increase.

There are other provisions of the collective agreement that might interest you. See the agreement at [http://www.rutgersaaup.org/misc/PTL\\_07-11\\_Agreement.pdf](http://www.rutgersaaup.org/misc/PTL_07-11_Agreement.pdf). Notice the provisions on compensation for cancelled classes (IV.F), and compensation for oversize classes (IV.G) as well as some protection in assignment (VI), a limit of \$25 for the annual parking fee (XII.B), and a provision on library privileges / recreation facilities (XII.A). Familiarize yourself with the agreement so you can help us effectively enforce its terms.

A few provisions of the agreement deal with job security and due process. One of them (VI.A) gives priority of assignment to PTLs with 12 semesters of teaching service over those PTLs with less than 12 terms. This means that PTLs with a certain amount of seniority cannot be replaced by newer PTLs even though they can be replaced by full-timers or TAs. Moreover, PTLs with 4 semesters of teaching service must receive written explanation of non-reappointment (VI.E) before the semester begins, if they are not expected to teach. These are modest protections, but they are advances over the lack of policy that had existed for years. Their strength depends on our attention to their implementation.

If you were not reappointed or assigned properly, please contact Karen Thompson, staff rep, at [kgt@rci.rutgers.edu](mailto:kgt@rci.rutgers.edu) or call 732-964-1000, ext. 21.

## New Health Benefit Options for PTLs

New health insurance options appear to be on the horizon through national legislation. We've been following the debate and advocating for real health care reform. Meanwhile, we added basic or supplemental health insurance coverage that might be useful for Part-Time Lecturers (PTLs) at Rutgers. We have been able to expand the available options through a joint committee we established with the administration, although we have not yet been successful in negotiating a Rutgers contribution toward the cost of health insurance premiums.

**SHBP:** With October as open enrollment month, PTLs at Rutgers (and adjuncts at other higher education institutions) can purchase health insurance through the State Health Benefits Plan (SHBP). Our union was involved in a successful lobbying effort to achieve a state law that allows you to choose this plan, which has excellent coverage and a large provider network. However, the premium costs may not be affordable, although they are relatively low given the comprehensiveness of the benefits covered. This option offers the best coverage of the options presented here. It is the "NJ Direct" plan all state employees, including Rutgers full-time faculty, enjoy.

**AFT Supplemental Plans:** AFT plans are available without having to wait for an open enrollment period. Our national affiliate, the American Federation of Teachers (AFT), offers several supplemental medical plans to full, dues-paying members that function on a reimbursement system with payment to the subscriber regardless of other coverage. Some of the supplemental plans are: Basic Medical Plan (with prescription program for generic drugs at \$10 co-pay), Enhanced Medical Plan (with prescription program for generic drugs at \$10 co-pay), Vision Plan, and Dental Plan. For more information, call 732-964-1000 for more information.

**HCH:** HCH Insurance Plans were negotiated with Rutgers administration to provide health insurance coverage for PTLs at a relatively low rate. The coverage is limited. The open enrollment period begins again in December 2009 with the deadline being January 14, 2010. HCH Insurance is only available to full dues-paying members who submit completed forms to us for verification of union membership and, then, AAUP-AFT will forward them to HCH Administration.

# Online Teaching: Exploitation or Opportunity?

by Dr. Eleanor LaPointe (PTL, Sociology)

Much debate continues over the pros and cons of teaching and learning in the “virtual” classroom. As an institution, Rutgers has refrained. My guess would be that at least some of the resistance to the online bandwagon at Rutgers comes from full-time faculty who are already overburdened with in-class teaching and research duties. Like their part-time counterparts, full-time faculty may fear that a shift to online teaching will increase their workloads even more. They also wonder if quality courses really are possible in such a technologically-driven climate where people are ever more disembodied and where the perception is that an online degree is inferior.

In a recent article, National AAUP representative Martin Snyder said resistance to online instruction has to do with a concern that PTLs are being recruited to teach labor intensive, inequitably paid courses (Eubanks 2009). In brief, some of the perceived disadvantages to online distance teaching include the following:

- Instructors face the added semester workload burden of having to create new courses in new formats. Instructors encounter added time demands when administering a virtual course.
- Intellectual property rights: who will “own” this course, the university or the instructor?
- Common perceptions, both in and outside the academy, that online education is a “second-class” teaching mode.
- Depersonalized work environments leading to disconnected and unfulfilled faculty.
- Increases in instructor expenses as personally-owned computers are used to conduct and access classes.
- Health-related problems; for example, “computer vision syndrome.”

Setting aside these concerns for a moment, can online instruction have some advantages for teachers, and especially for part-time lecturers?

- For PTLs who have found it necessary to travel from school to school trying to make equitable wages, online courses allow for less travel time, less fuel, and fewer auto repair expenses.
- Like robbing Peter to pay Paul, or using one credit card to pay off the debt on another, the savings in auto and transportation costs can then be put toward the purchase and upkeep of a personal computer or other technological resources used for work purposes.
- Similarly, with less time spent on the road, zipping from one school to another across miles of auto-clogged highways, instructors have more time to spend on their courses.

The problem of course-ownership rights is a difficult issue, especially for faculty who laboriously developed fully online course before standardized operating systems were in vogue. The increased use of standardized implementation programs (Blackboard, WebCT, D2L, and others) has made it easier to design and operate courses in formats that allow students to migrate from one class to another without having to re-learn procedural and technical basics every time. Many schools now pay instructors a first-time implementation stipend; i.e., the initiating instructor is paid a stipend in addition to the base salary. Who now “owns” the course, or parts of it, are contractual matters that may vary. A contract may specify that a school has exclusive rights to the content of a course, partial rights, or rights to use a course for a specified number of years.

My experience with online teaching on other campuses is that it is very difficult to duplicate another teacher’s style and format. Looking at how an instructor has structured a course can be informative, but it is nearly impossible to use another’s design. (It is like previewing an instructor’s course syllabus. The many unwritten assumptions embedded in the choice of readings and so forth make cloning nearly impossible.) We already share our syllabi to get ideas so that we can improve student learning. Online “sharing” is not much different. When I teach an online course that has been taught by others, I start with a blank slate. Some schools recognize this by providing a stipend for “significantly revised” courses.

The idea that online education is inferior may stem, in part, from the proliferation of online courses offered by non-traditional, unaccredited entities. Based on my brief perusal of the research, there is no evidence that online courses offered by accredited world-class institutions and qualified faculty are inferior to in-class courses. Many professors report high levels of satisfaction and, when taught and managed rigorously, student learning is equivalent. Many online instructors also report high levels of positive and productive interaction with students, especially when class sizes are kept

small and manageable (Bollinger and Wasilik 2009). As far as health-related problems goes, the ability to avoid highway-related stress may save the heart, but as for eyesight strain...hmmmm... eat more carrots?

Online instruction is different from in-class instruction, but it need not necessarily lead to higher rates of exploitation. When conducted by thoughtful instructors who are compensated fairly and supported institutionally (with training programs and technical support), online instruction can enhance the teaching opportunities for individual instructors while also furthering the institution's global reach.

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Eubanks, M.R. (2009, April 18). Online study ups workload for instructors. TimesDaily, Retrieved 7/27/2009 from <http://www.timesdaily.com>

Bollinger, D.U., & Wasilik, O. (2009). Factors influencing faculty satisfaction with online teaching and learning in higher education. Distance Education, 30, 103-116.

## Part-Time Lecturer Profile: Beth Aduato



Scrambling for a position or recognition, working hard at multiple positions, these are common characteristics for part-time faculty and Beth Aduato reminds us of it. Beth has pounded the pavement for acting work, she's been a news anchor, sportscaster and reporter, and did I say a full-time student. Now we have the advantage of having her on our PTLFC-AAUP-AFT Executive Board.

Beth has charted her own course. With a brother who's a coach, a sportscaster husband, and a father sports commentator, Beth has naturally held her own in that arena, but she's branched out to the fields of screen writing and acting, English grammar, and now criminal justice. After writing a screenplay for her undergraduate senior project, Beth appeared in a variety of low budget films and made a number of TV appearances as she accumulated broadcast and theatrical training at the College of William and Mary, New York University and professional studios. With a Masters

Degree in Criminal Justice from Rutgers and another Masters in Public Affairs and Politics from the Bloustein School of Planning and Policy at RU, Beth is now a reporter for News 12 New Jersey as she pursues her PhD in Criminal Justice while teaching as a PTL.

Along the way, Beth's accomplishments were notable. A Phi Beta Kappa graduate, a Rutgers Scholar, and a David Diorio Awardee for Excellence in English, she was a Raimondo Legislative Fellow as well as a Excellence Fellow in graduate school. She was the first woman to anchor the sports in Birmingham, Alabama at WIAT-TV. Her book ***Grammar for Grownups*** came out in 2009. Her forthcoming PhD will add to the scholarship on New Jersey Corrections, a field in which she already has a publication record.

The PTLFC-AAUP-AFT isn't the first union she's joined. Already a member of the Screen Actors Guild (SAG), the American Federation of Television and Radio Artists (AFTRA), and Actors' Equity Association, becoming active in the PTLFC was a logical step. Beth also serves on the Board of Directors for the Essex County Mental Health Association, the Board of Directors for Redeem-Her, and as an Advocate for the Essex County Rape Care Center. When asked why she thinks our PTL union at Rutgers is important, Beth says "Activism in service organizations is part of being a good citizen and being a union activist goes a few steps beyond service to empower and create workplace democracy. Plus, you always feel more protected with your union standing behind you."

## PTL Professional Development Fund

A union-negotiated \$10,000 PTL Professional Development Fund helps PTLs keep up in their fields and enhance their teaching. Awards in the past have gone to PTLs for attending conferences, buying books /software, presenting a paper, doing a research project, and developing interactive CDs. Funding amounts range from \$100 to \$2,000. Proposals must be endorsed by Departmental Chairs or Program Directors. The deadline is at the end of November; more detailed information will be sent out soon. We do not anticipate that the procedure for applying and being evaluated will change this year. One thing has changed. This year applications and the department chair's recommendation letters should be directed to Marisa Koz, [koz@oldqueens.rutgers.edu](mailto:koz@oldqueens.rutgers.edu), rather than Lisa Bonick. We encourage all to apply. The more people apply, the more we demonstrate that this benefit is needed. A strong demand for professional development funds strengthens our proposal next time we bargain to increase the amount of money available for professional development. Check our website for details: [www.rutgersaaup.org](http://www.rutgersaaup.org).

## Insights from AAUP Summer Institute

by Dr. Eleanor Lapointe, (PTL, Sociology)

Contingent faculty\* who gathered at the 2009 AAUP Summer Institute in July held in Minnesota shared useful organizing experiences. Although unionism has long been normative for tenured and tenure-track faculty in Canada, efforts to unionize contingent faculty began in earnest around 2000. Affiliated with either the Canadian Association of University Teachers (CAUT) or the Canadian Union of Public Employees, most contingent faculty members are now organized. Canadian part-timers have focused on the following:

- class size
- recognition for part-time teachers
- opposition to contracting out (i.e., the employer hiring instructors outside a bargaining unit)
- criteria for part-time appointments
- teaching and research resources
- recognition and payment for services involving student advising and supervision (e.g., undergraduate independent study)
- involvement in committee reviewing (e.g., examining a PhD thesis)

California Faculty Association (CFA-CSU) members emphasized the importance of good organization. Some tips:

- work and attend meetings in pairs
- never underestimate the effect that the efforts of even a few committed campus activists can have
- recruit new faculty early in their appointments and provide information, including workshops, if possible, and comprehensive websites
- strive to have a point person in every department
- never forget that the interests of full- and part-time faculty are shared interests

The Canadian unions and the California Faculty Association (CFA-CSU) organize with an eye on non-economic issues as well as the economic. CUAT emphasized that all faculty benefit when issues of the 'casualized' academic work are addressed.\*\*

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\* AAUP President Cary Nelson provided participants with a glossary of terms. Contingent faculty are defined as either part-time or full-time faculty appointed off the tenure track. The term calls attention to the tenuous relationship between academic institutions and non-tenure-track faculty members. The practice ranges from teachers hired to teach one or two courses a semester to whole departments of full-time non-tenure-track English composition instructors. The AAUP's Committee on Contingent Faculty and the Profession works to improve conditions for contingent faculty members and to reverse the trend toward such appointments.

\*\* On July 13, 2009, at the UNESCO World Conference on Higher Education, CAUT President Penni Stewart highlighted the global increase in the casualized academic workforce: "Higher education is quickly becoming one of the most casualized professions, perhaps second only to retail services." Source: Canadian Association of University Teachers, "News." 7/13/2009.

<http://www.caut.ca/pages.asp?page=804> (accessed 8/3/2009).

# 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 |  |   |  | 12 |                |  | 15 |  |           | 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 June 15 and June 30 of any calendar year for Part-Time Lecturers, or between December 15 and December 31 of any calendar year for both Part-Time Lecturers and Full-Time members of the Rutgers Council of AAUP-AFT Chapters (including TA/GAs and EOF), or by termination of employment.

### 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

Check your mailing label to see if you are a full member or a representation fee payer:

U=Member (full dues)

R=Representation fee payer (85% of dues amount)

# Join the Rutgers Part-Time Lecturer Faculty Chapter-AAUP-AFT

**Switch from representation fee payer status to full membership  
A small investment means  
strong defense of  
higher education and employment well-being**

| <b>PTL</b>                  | <b>PTL minimum salary for 3-credit course</b> | <b>Rate</b>   | <b>Per semester</b> | <b>Per pay period</b> |
|-----------------------------|---|---------------|---------------------|-----------------------|
| <b>Representation Fee</b>   | <b>\$4230</b>                                 | <b>0.425%</b> | <b>\$17.98</b>      | <b>\$1.65</b>         |
| <b>Full membership dues</b> | <b>\$4230</b>                                 | <b>0.50%</b>  | <b>\$21.15</b>      | <b>\$1.94</b>         |
| <b>Difference</b>           |   |               | <b>\$3.17</b>       | <b>\$0.29</b>         |



*"You have 736 new messages!"*

## Rutgers Part-Time Lecturer Faculty Chapter AAUP-AFT

11 Stone Street

New Brunswick, NJ 08901-1113

732-964-1000; FAX 732-964-1032

### Join the union! Members encourage other colleagues to join!

Check your mailing label to verify your status as a Member (U) or a Representation Fee Payer (R). If you have questions about your status, call our office at 732-964-1000 or send an email to [aaup@rutgersaaup.org](mailto:aaup@rutgersaaup.org).

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 a full-time faculty or a TA/GA the previous semester in which case the person is immediately eligible). Dues are 0.5% (.005) of the salary (\$21.15 a semester if the salary is \$4,230 per course) deducted in small amounts per paycheck. If PTLs do not join, they continue to pay a “representation fee” of 85% of dues. Switching to full membership costs just a little bit more—an inexpensive upgrade considering the union negotiates higher salaries and protects PTL salary and other benefits! Join to become a full “citizen” in the union in order to vote and participate in decisions that affect PTL working conditions at Rutgers University. Membership forms may be sent to Rutgers AAUP-AFT via regular mail to 11 Stone St, New Brunswick, NJ 08901 or via FAX to 732-964-1032.

### Join the Rutgers PTL Faculty Chapter-AAUP-AFT!

A membership form can be found inside or online at <http://www.rutgersaaup.org>, click on “Join AAUP”

#### Contact information

##### Officers:

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

Vice President, Richard Gomes (PALS, Newark); [richard\\_gomes33@yahoo.com](mailto:richard_gomes33@yahoo.com)

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

Treasurer, Steve Peterson (Mathematics, New Brunswick); [batu@att.net](mailto:batu@att.net)

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

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

##### Executive Board representatives:

Nancy Ellis (Fine Arts, Camden); [ellis@camden.rutgers.edu](mailto:ellis@camden.rutgers.edu)

Paul More (Mathematics, Camden); [pdmore67@aol.com](mailto:pdmore67@aol.com)

Eleanor LaPointe (Sociology, New Brunswick); [elan40@juno.com](mailto:elan40@juno.com)

Chengwen Wang (Mathematics, Newark); [chengwen@andromeda.rutgers.edu](mailto:chengwen@andromeda.rutgers.edu)

Beth Aduabato (Criminal Justice, Newark); [badubato@andromeda.rutgers.edu](mailto:badubato@andromeda.rutgers.edu)

##### Staff Representative:

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