



Connecticut State University
American Association of University Professors

CSU-AAUP ANNUAL REPORT FOR THE 2016-2017 ACADEMIC YEAR

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CSU-AAUP COMMUNICATIONS AND RESEARCH ASSOCIATE

CSU-AAUP Academic Year 2016-2017 Annual Report

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Welcome

I welcome you to read the Annual Report of CSU-AAUP for 2016-2017. It was an eventful year in many ways, most notable was the continuation of contract negotiations, which had begun in October 2015. This report contains live links to more in-depth information should you wish learn more.

In solidarity,
Elena Tapia
CSU-AAUP President

Contract Negotiations Summary

Contract negotiations began for the current contract on October 1, 2015. At the time, Vijay Nair (Librarian, WCSU, Emeritus) was the CSU-AAUP President and the Chief Negotiator. Vijay was also our chief negotiator for the 2007-2016 contract. The BOR wanted to delay the start of negotiations because, they said, President Mark Ojakian had just started and needed to “get up to speed.” We said, “no.” Ojakian is our fourth CSCU President since the 2011 consolidation of the CSUs, community colleges and Charter Oak on-line college. The date upon which contract proposals are to be exchanged is specified in our contract and always has been: October 1. No slack was cut.

The BOR showed up with a nasty set of proposals that sought to strip tenure from librarians and counselors, be able to move tenured faculty from one campus to another without their consent, remove special funds for travel and faculty development, raise the part-time cap from 20% to 25%, eliminate both the mediation committee and the termination committees from the termination process, restrict course privileges for full-time-faculty and their families and also for part-time faculty, deny the AAUP released time for union work, use of the email system, and the list continued.

Faculty support to rally against these horrific proposals was immediate and fierce. We had a strong contract negotiations campaign, which I believe helped us to move negotiations to our favor. In February 2016, President Nair stepped down as CSU-AAUP President and Chief Negotiator for medical reasons. As vice president, I assumed the presidency per the CSU-AAUP constitution. President Nair asked me to continue as chief negotiator. I agreed and Council approved. We continued negotiations on “non-economic” issues from February through May 2016. We signed a contract extension in July 2016. Negotiations continued until the end of November 2016. Small groups worked separately on Article 8 Library Faculty and Article 10 and Appendix E, regarding changes to distance learning and intellectual property. We did not have our final negotiations session, however, until early June 2017.

In early 2017, when the CT General Assembly appeared to be having trouble approving a budget, contract negotiations for all unions slowed. Talks among SEBAC leaders with Governor Dannel Malloy’s administration began. Concessions and givebacks were later negotiated. For a complete history of the contract negotiations, read the [Table Talk communiqués that unnamed members of the negotiating team wrote after each session](#). I leap forward in our annual report to say that our contract was approved in the General Assembly on July 31, 2017, along with a SEBAC agreement.

- By CSU-AAUP President Elena Tapia, Linguistics, ECSU

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CSU-AAUP Actions

CSU-AAUP Political Committee Report, 2016-17

Chair: Mary Ann Mahony (CCSU)

Membership: Sarah Baires (ECSU), Alan Brown (SCSU), Russ Gladstone (WCSU), Mary Ann Mahony (CCSU) (Chair), Patty O'Neill (WCSU), Paul Petterson (CCSU), Robbin Smith (CCSU), David Stoloff (ECSU), Cindy Stretch (SCSU)

Treasurer: Harlan Shakun

Staff: Michelle Malinowski

Meetings: The PAC held several conference calls and two meetings over the course of the summer and fall of 2016.

Candidate Endorsements: As in previous years, the PAC sent requests for endorsements to all candidates for election to the Connecticut General Assembly, Republican, Democrat, Working Families Party and Independent. We spent significant time revising the questionnaire that we sent out, with particular help from Patty O'Neill, whose experience as a professor of psychology helped us to craft a document that elicited better information than in the past. By the deadline, we had received very few requests for endorsement so, in a change from recent years, the PAC chair followed up with e-mails and telephone calls, which resulted in a significant increase in returns, especially from Democratic or Working Family candidates in districts near the universities. Where it seemed appropriate because of races in which a candidate significantly supported collective bargaining and higher education, we made endorsements during the primary season.

In September, the PAC met to go over the responses and, on the basis of those responses, as well as the candidates' voting record (if incumbent) and level of interest in collective bargaining and higher education, we made a number of endorsements. The list of candidates that we endorsed is in a separate attachment.

Donations: Since the passage of Connecticut's campaign finance laws, candidates for office who qualify for the state elections commission's funds may not receive donations from organizations like CSU-AAUP's Political Committee. CSU-AAUP Political Committee is, however, allowed to contribute relatively small amounts of money to other PACs. After considerable debate over whether the CSU-AAUP Political Committee should contribute any money to any candidate, the PAC decided to contribute to the following PACs:

- Middlesex Area Team for Tomorrow, \$2,000, Chairperson: Matthew Lesser
- Connecticut Progress, \$2,000: Chair Toni E. Walker
- Democratic Electoral Majority PAC, \$2,000, Treasurer: Richard Baltimore
- Democratic Senate Majority, \$2,000, Chair: Martin Looney
- We also gave a \$500 donation to a Hartford Municipal PAC chaired by Matt Ritter.

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Attendance at Fundraisers: The PAC and CSU-AAUP leadership attended five fundraisers for candidates whom we had endorsed to deliver our contributions in person or to take advantage of the opportunity to meet and discuss our issues with candidates, even if we did not have contributions to bring. In this way, we had had extended conversations with Haddad, Aresimowicz, Lesser, Lopes, Flexer, Kennedy, Boukas, Candelaria and others about issues of concern to CSU-AAUP members.

Campaigning: We targeted a small number of races in each of the four campus areas and encouraged members to participate. Candidates for whom we campaigned included Boukas, Bartolomeo, Walker, Flexer and several others. Thanks go here to Cindy Stretch who was particularly active in this regard, but Patty O'Neill, David Stoloff and Tom Burkholder also deserve significant thanks as well. Unfortunately, Boukas and Bartolomeo lost their races.

Connecticut Legislature: Basic Statistics

House: 151 Districts, 308 Candidates, 52 requests; 48 endorsements, 103 races without endorsement

Senate: 36 Districts, 77 candidates, 21 requests; 19 endorsements, 17 races without endorsements

Endorsements by party: House: D: 31; D/WF 17

Senate: D: 11; D/WF: 7 R: 1

Endorsements:

Incumbents House

David A. Baram, 15th, D, WF
Mike Demicco, 21st, D, WF
Elizabeth "Betty" A. Boukus, 22nd, D
Rick Lopes, 24th, D, WF
Robert "Bobby C. Sanchez, 25th, D
Peter Tercyak, 25th, D WF
Joe Aresimowicz, 30th, D, WF
Christine Randall, 44th, D
Linda Orange, 48th, D, WF
Susan M. Johnson, 49th, D, WF
Greg Haddad, 54th, D, WF
Michelle Cook, 5th, D, WF
Catherine Abercrombie, 83rd, D
Patricia Dillion, 92nd, D,WF
Toni Walker, 93, D
Robyn Porter, 94, D,WF
Juan Candelaria, 95th, D
Roland Lemar, 96th, D, WF
Matt Lesser, 100th, D, WF
Theresa Conroy, 105th, D, WF
John "Jack" F. Hennessy, 127th, D, WF
Cristin McCarthy Vahey, 133rd, D WF
Kevin Ryan, 139th, D, WF
Caroline Simmons, 144th, D

Incumbents Senate

Steve Cassano, 4th, D, WF
Beth Bye, 5th, D
Terry Gerratana, 6th, D
Gary Winfield, 10th, D, WF
Martin Looney, 11th, D
Edward Kennedy, Jr, 12th, D
Dante Bartolomeo, 13th, D, WF
Joe Crisco, 17th, D, WF
Catherine Osten, 19th, D, WF
Marilyn Moore, 22nd, D, WF
Edwin Gomes, 23rd, D
Mae Flexer, 29th, D, WF
Tony Guglielmo, 35th, R

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New candidates, House

O=open seat; NI=new vs incumbent

Thomas Currier 8th, D, NI
M. Saud Anwar, 14th, D, O
Derek Slap, 19th, D, O
Josh Shulman, 27th, D, NI
Matthew Saunig, 31st, D, NI
Sharon Palmer, 38th, D, O
Christine Conley, 40th, D, NI
Joseph de la Cruz, 41st, D, NI
Kate Donnelly, 47th, D, NI
Kathleen Bachiochi, 52nd, D, NI
Susan Eastwood, 53rd, D, NI
Michael Winkler, 56th, D, O
Anthony DiPace, 59th, D, O
Tim Curtis, 60th, D, O
Bill Riiska, 64th, D, O
Mary Lundgren, 67th, D, O
Myrna Watanabe, 76th, D,
Laura Bartok, 77th, D, NI
Stephen Gifford, 87th, D, NI
Joshua Elliott, 88th, D, NI
Patrick Reynolds, 90th, D, O
Eva Bermudez Zimmerman, 106th, D, NI
Angela Capinera, 122nd, D, NI
Dru Georgiadis, 132, D, NI

New Candidates, Senate

Annie Hornish, 7th, D, NI
Tim Bowles, 18th, D, O
Ryan Henowitz, 20th, D, NI
Ken Bucker, 24th, D, NI
David Lawson, 30, D, O
Michael Nicastro, 31st, D, NI

- By CSU-AAUP PAC Chair Mary Ann Mahony, History, CCSU

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Jan. 26, 2017, Day of Action for Public Higher Education

Taking a stand to defend public higher education from greater cuts, CSU-AAUP joined forces for the first time in our history with other higher education unions, including the Congress of Connecticut Community Colleges (the 4Cs) and UConn-AAUP Jan. 26 for a Day of Action for Public Higher Education. AFT-CT was also a supporter, as was UConn Health Center AAUP.

Close to 300 faculty and students registered for the event that saw visits from Appropriations Committee Chair Rep. Toni Walker and the Democratic leadership of the Higher Education Committee speak at a rally held on the North Steps of the Capitol in Hartford. The event received significant television and print news coverage.



Union members came out in force Jan. 26 to defend public higher education at a rally on the North Steps of the Capitol.

[Click here to see photos from the 2017 Day of Action for Public Higher Education.](#)

February 15 and February 21 Appropriations and Labor Committee Hearings

Pushing back against an unprecedented number of bills that would seek to eliminate collective bargaining in Connecticut, CSU-AAUP members came out in force Feb. 15 to testify at the Appropriations Committee's Higher Education Hearing. [Click here to read members' testimony to the Appropriations Committee](#) on Feb. 15.

CSCU President Mark Ojikian testified to the Appropriations Committee earlier and said the cuts as proposed would be the equivalent of going into bankruptcy and no one wants to attend a university that has gone bankrupt.



CSU-AAUP President Elena Tapia testifies to the Labor and Public Employees Committee on Feb. 21, 2017.

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CSU-AAUP members turned out again Feb. 21 to speak against bills introduced in the Labor and Public Employees Committee, including HB5552 that would eliminate pensions in collective bargaining agreements and SB 596 that would make the Yeshiva decision a reality Connecticut.

The Yeshiva decision classified faculty as “managers,” thereby eliminating faculty’s ability to participate in collective bargaining. CSU-AAUP President Tapia again testified at this committee in opposition to this bill. [Click here to read her Feb. 21 testimony.](#)

[Visit the CSU-AAUP Flickr page for photos of our members testifying at the Capitol.](#)

March 24 Rally Against Attacks on Labor

With chants of “Vote Them Out” and “We Will Fight,” nearly 1,500 public sector workers took over Minuteman Park in front of the Legislative Office Building March 24 to stand against a plethora of bills being heard by the legislature that attack their rights and benefits.



Of the 96 bills that were heard in the Appropriations Committee, 77 of them directly stand to undermine health care, pension, and collective bargaining rights of state employees.

From police and corrections officers to teachers and paraeducators to scientists and university professors, public sector workers tired of being public punching bags gathered from across Connecticut to resist these

policies, which have been unfolding in other states across the nation. Also that day, a press conference held by faith leaders and the D.U.E. Justice Coalition addressed the immorality of legislation that puts workers’ families, health and wellbeing lives at risk.



CSU-AAUP President is interviewed by the Hartford Courant’s political reporter Christopher Keating during the March 24 rally.

Central Connecticut State University student Brian Becker spoke at the DUE Justice press conference, saying: “I believe that working people should be able to buy a house, afford healthcare, and send their children to college. Cutting funding for vital public services, slashing wages and undermining the rights to bargain collectively will not help workers. Our answers won’t be found in budget cuts or a race to the bottom. We should empower Connecticut’s workforce, not undermine it.”

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March 31 Joint Lobby Day

CSU-AAUP also joined forces at the Capitol for a second Lobby Day this session with the 4Cs and UConn-AAUP on March 31. After a morning reception and remarks from the three higher education union presidents, the 4Cs' lobbyist Robert Fernandez gave a talk on "how to lobby." CSU-AAUP staff made appointments for approximately 25 faculty to meet with their legislators or their aides.

This kind of face-to-face advocacy for public higher education is something that CSU-AAUP members engage in on a regular basis to make a difference for their students and their respective institutions. This is even more important in light of things like the professor "watch list," to legislation that would remove tenure, to comments from Education Secretary DeVos that faculty tell students "what to think." This growing attack on public higher education is a real threat and CSU-AAUP members are some of the first to speak out against such attacks.

April 26 Education Unions for Dreamers Bill Press Conference

CSU-AAUP President Elena Tapia and ECSU-AAUP member, and BOR FAC representative, William Lugo stood together with other education unions from around Connecticut April 26 to support the institutional aid bills in the legislature that would allow undocumented students access to institutional aid.



The coalition of education unions called for legislators to pass HB 7000/SB 17 *Act Assisting Students Without Legal Immigration Status with the Cost of Higher Education An Act Equalizing Access to Student Generated Aid* so all students can have equal access to higher education, regardless of immigration status.

Undocumented students pay full in-state tuition, which includes an amount set aside for institutional financial aid. However, these students do not have access to these funds. Advocates maintain there's no valid reason for denying these students access to institutional aid.

CSU-AAUP Protest on Consolidation at the BOR

Riled from a sweeping consolidation plan for CSCU, called "Students First," which was voted on by the Board of Regents April 6 with no more presentation than a 15-page PowerPoint, no debate, and no questions, CSU-AAUP members held a spirited protest at the May 11, 2017, BOR meeting, with many faculty speaking out in opposition.

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Stephen Adair, CSU-AAUP member and Faculty Advisory Committee Co-Chair, read a letter from the FAC criticizing the way the consolidation plan was developed. According to Adair, the plan was



CSU-AAUP members protest consolidation at the May 11, 2017, Board of Regents meeting.

presented to and voted on by the BOR with little to no deliberation and with next to no input from CSU faculty.

Higher Education Committee Chair Sen. Beth Bye sat through the entire meeting and heard the impassioned statements from students and faculty. “I was expecting to see SUOAF members here,” Sen. Bye told reporters after she left the meeting.

“But there are so many faculty here and they are here not because they’re afraid of losing their jobs. They’re here because they are concerned about how this plan will affect the quality of higher education.”

President Ojakian has said his plan would bring the CSCU system a 20 percent reduction in administrative costs and close a \$38 million budget gap next year. The CSCU deficit is expected to increase to \$55 million the following year and \$70 million the year after that.

Despite repeated requests by faculty at Town Halls to show the spreadsheets on how those amounts were derived, President Ojakian provided no such details.

2017 Session Legislative Report from Gallo & Robinson

Decreasing state revenues and an even 18-18 split along party lines in the state senate meant gridlock for the 2017 legislative session and a failure to craft a state budget by the close of session on June 7. The session also saw a plethora of anti-union and anti-state worker bills flooding legislative committees. [Click here to view the anti-collective bargaining bills.](#) And you can [click here to view a list of bills that would impact public higher education.](#) At the time of publication, a budget agreement still has not been reached by the legislature. CSU-AAUP will post the 2017 Legislative Report from Gallo & Robinson once it is complete.

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Conferences

2016 National Center for the Study of Collective Bargaining in Higher Education and the Professions

CSU-AAUP sent 11 members and two staff to the 44th annual conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions at Hunter College, City University of New York March 26-29, 2017.

The conference theme, “Creating Solutions in Challenging Times,” was reflective of the challenges and uncertainties faced today in higher education and labor. The conference’s plenary session examined the impact of rising anti-intellectualism on higher education. Keynote speakers, Acting NLRB Chairman Philip Miscimarra and NLRB Board Member Mark Pearce discussed issues under federal labor law. Other topics addressed during the conference included financing of higher education, community colleges and HBCUs, adjunct faculty and graduate student employees, and bargaining over healthcare. A special panel on Lincoln, Labor, and Race with three renowned Lincoln scholars was another excellent feature of this year’s conference.

Gallo & Robinson Lobbying Conference

Gallo & Robinson held their 35th annual Connecticut Lobbying Conference Oct. 6, 2016, as a way to help supporters and advocates new to lobbying learn how to be effective advocates for their causes. Seasoned veterans also attended to update their skills.

Combined with budget challenges and threats to decreased funding for essential programs like public higher education, the conference attracted several CSU-AAUP leaders and staff members. With a bipartisan panel of legislators, advocates, capitol staff and lobbyists, the conference had a plethora of knowledge to pass on. Hands-on workshops covering everything from how to pass or kill a bill, working with legislative staff, and lobbying the executive branch saw CSU-AAUP members and staff gaining valuable insights from legislators, staffers and advocates on all sides of the aisle.

Legislators in attendance at the 2016 conference included: Sen. Bob Duff, Majority Leader of the Connecticut State Senate; Sen. Beth Bye, Chair of the Appropriations Committee; Rep. Joe Aresimowicz, Majority Leader of the Connecticut House of Representatives; Rep. Themis Klarides, House Republican Leader.

Dreamers Conference

On Nov. 4, 2016, Connecticut Students for a Dream held an Educators Conference aimed at showing how educators can better support and advocate for undocumented students. Connecticut Students for a Dream is a youth-led statewide network fighting for the rights of undocumented youth and their families.

Held at Wesleyan University in Middletown, Conn., CSU-AAUP sent nine members to attend the one-day conference.

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Beginning with interactive and impassioned presentations from current and former undocumented college students, the theme of inaccessibility was examined. Breakout sessions included insight from immigration attorneys describing the lack of options for achieving a more formal immigration status. Conference attendees gathered with other CSU stakeholders to discuss actions the four CSUs could take to create a safe and productive educational environment for undocumented students.

- *By conference attendee Brendan M. Cunningham, Assistant Professor of Economics at ECSU*

2016 COCAL Conference

Reflections on COCAL XII: "Empowering Precarious Faculty"

The twelfth biennial conference of the Coalition of Contingent Academic Labor, otherwise known as COCAL, was held at the University of Alberta from August 4 to 7 of 2016. COCAL represents a grassroots coalition of activists in Mexico, Canada, and the U.S. working for contingent faculty: adjunct, part-time, non-tenured, and graduate teaching faculty.

The mission of COCAL is to bring greater awareness to the situation for contingent faculty in higher education, organize for action, and build solidarity. The 2016 conference was hosted by Athabasca University and the Canadian Union of Public Employees (CUPE) Local 3911.

Supporting contributors included CUPE, California Faculty Association, Canadian Labour Congress, AAUP, SEIU, and others. Each biennial COCAL has expanded its range of topics as the multi-national attendees share their experiences. The conference theme, "Empowering Precarious Academic Workers in Perilous Times," focused directly on the nature of contingency in academia, with panels and breakout sessions dealing with organizing contingent workers, mobilizing members, academic freedom without tenure, job security, and labor legislation.

Canada's First Nations

An interesting and appropriate highlight of COCAL XII was a welcome to Treaty Six land by Chief Calvin Bruneau, of the Papaschase First Nation, followed by keynote speaker Dr. Pam Palmater, a Mi'kmaw lawyer, author, social justice activist, and Chair in Indigenous Governance at Ryerson University, Toronto. Chief Bruneau had the conference off to a good start when he told the attendees, "We know what it's like to take on the big guy and win," referring to the reconciliation and redress that is being pursued by Canada's First Nations.

- *By Jane Hikel, English, and Kevin Kean, Psychological Sciences, both part-time faculty at CCSU*

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2017 Faculty Advisory Committee to the BOR Shared Governance and Student Success Conference

The third annual Faculty Advisory Committee to the Board of Regents for Higher Education Conference on Shared Governance and Student Success was held at Central Connecticut State University on April 7, 2017. More than 100 CSU-AAUP members attended the conference.

The theme for the 2017 conference was Building a Better Connecticut in an Era of Fiscal Uncertainty. The FAC conference celebrates student success as the realization of faculty's mission. Keynote speaker was Dr. Sara Goldrick-Rab Professor of Higher Education Policy & Sociology at Temple University, and founder of the Wisconsin HOPE Lab, the nation's only translational research laboratory seeking ways to make college more affordable. Dr. Goldrick-Rab spoke to the fact that college is currently far too expensive for many people, and the confusing mix of federal, state, institutional, and private financial aid leaves countless students without the resources they need to pay for it. Drawing on an unprecedented study of 3,000 young adults who entered public colleges and universities in Wisconsin in 2008 with the support of federal aid and Pell Grants, Dr. Goldrick-Rab addressed the devastating effect of these shortfalls. Breakout sessions and workshops at the 2017 conference were focused on ways to promote student engagement, improve pedagogy and curriculum, foster shared governance, and research regarding student success.

CSU-AAUP Elections

2016 CSU-AAUP Special Election

Pursuant to the CSU-AAUP Constitution, on June 1, Elena Tapia, English/ Linguistics, ECSU, former CSU-AAUP vice-president, assumed the office of president after the resignation of Vijay Nair on May 31, 2016. President Nair had served since 2010 and stepped down because of medical leave. This left a vacancy in the office of vice president. President Tapia appointed Patricia O'Neill, Psychology, WCSU, as interim vice president.

Since the length of the unexpired term of vice president was more than six months, the CSU-AAUP Constitution required a special election be held. CSU-AAUP members were notified and had until Oct. 17, 2016, to nominate themselves or any other member for vice president. Polls were open from Monday, Nov. 7 at 6 a.m. and closed at noon on Nov. 21. Then, Patricia O'Neill was elected as CSU-AAUP Vice-President in the special election.

2017 CSU-AAUP Officer Elections

Elections for CSU-AAUP Officers were held April 3, 2017, until noon on April 14, 2017. The offices of CSU-AAUP President, Vice President, Secretary and Treasurer are open for election. All eligible CSU-AAUP members who had signed AAUP membership cards were eligible to vote in the CSU-AAUP Officer election.

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All non-members were sent a letter and given an opportunity to change their membership status before the close of voter registration on Thursday, March 2, 2017.

Voting was conducted via Votenet web-based voting software. Those elected were: President – Elena Tapia, ECSU; Vice President – Patricia O’Neill, WCSU; Secretary – Stephen Adair, CCSU; Treasurer – Harlan Shakun, CCSU. Congratulations to all of them.

Following are the list of candidates who ran in the 2017 CSU-AAUP Officer election:

- President Julian Madison, History, SCSU
 Elena Tapia, Linguistics, ECSU
- Vice President Patricia O’Neill, Psychology, WCSU
 Stephen (Zak) Tomczak, Social Work, SCSU
- Secretary Stephen Adair, Sociology, CCSU
- Treasurer Harlan Shakun, Accounting, CCSU.

Grievance Administration

CSU-AAUP had a total of four (4) grievances rise to Step 3 of the grievance process, which is the system-wide level. This level is considered to be an in-house arbitration that is heard by a Grievance Arbitration Committee comprised of two (2) members, one appointed by the President of CSU-AAUP and one appointed by the CSCU President. All four of these Step 3 grievances arose from SCSU. Of these, two (2) would be considered in the win column and one (1) in the loss column. One of the “wins” has been withdrawn due to a resolution in favor of the member. One case has been scheduled for a hearing in November 2017.

-By Caryl Schiff-Greatorex CSU-AAUP Director of Member Services (retired)

Public Relations Efforts

CSU-AAUP continued work with Maine-based, boutique marketing firm Words@Work throughout the academic year. The goal of this effort was to support the ongoing contract negotiations by promoting a wide variety of faculty research endeavors, publications, innovative courses, and community projects via the CSU CONNects blog and Facebook page.

On January 2, 2017, CSU-AAUP launched an advertising sponsorship on WNPR. A 30-second blurb advocating for CSU-AAUP faculty was read on air between 9 and 10 a.m. and again between 5 and 7 p.m. through Jan. 19 on WNPR stations throughout the state.

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Also in January, a campaign in the Hartford Courant's Guide to Education featured content about faculty's work, which was gathered from CSUConnects. As part of the same campaign, advertisements appeared throughout the Courant's website as pop-up ads linking readers to the CSUConnects blog.

Words@Work also coordinated a mass, targeted e-mail campaign sent to thousands of Connecticut residents who have college-aged children and live around the four CSUs. These emails included links to stories on the CSUConnects blog about the important work of our faculty and the mentoring opportunities for students.

CSU-AAUP members and leaders also crafted op-eds on issues relating to the support of quality public higher education. To date, we have had faculty and alumni write op-eds on issues of academic freedom, state support for public higher education, and the importance of maintaining quality in our CSU system. Our members' op-eds have been published state-wide, including in the Hartford Courant, CT Mirror, New Haven Register and The Day.

News from the Board of Regents

President Ojakian's Contract Renewal

In December 2016, The Board of Regents for Higher Education voted to extend Mark E. Ojakian's contract as President of the Connecticut State College and University System (CSCU) for an additional 3 years, and to remove the "Interim" designation from his title. This makes President Ojakian the permanent president overseeing the CSCU system and allowed him the benefit of something none of his three predecessors received – a contract extension. President Ojakian's current contract was set to expire August 31, 2017, but will now expire August 31, 2020. His compensation remains at \$335,000 a year – a steep rise from his salary of \$189,000 as Governor Malloy's chief of staff. In 2016, CSCU served nearly 85,000 students on 17 campuses.

- *The CT Mirror*

CSCU Tuition Increase

2016 saw a steep rise in tuition thanks to greater decreases in state funding and a system budget so lean it looks like a cross country runner who survives on a diet of marzipan. President Ojakian recommended and the BOR passed tuition increases at all 17 schools in the CSCU system.

For community colleges, this represents an increase of approximately \$50 per semester and \$200 per semester for the universities and \$150 at Charter Oak for the next two years. The increase in tuition does not close the CSCU budget deficit of \$35 million.

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President Ojakian wrote in a statement to faculty and students: “I want to deliver on my promise to keep our schools affordable and not further burden our hard working students.”

CSCU	Tuition/Fees	Increase	New Tuition/Fees (FY18)
Universities	\$10,079	4.0% or \$403	\$10,482
Community Colleges	\$4,168	2.5% or \$104	\$4,276
Charter Oak State College	\$7,611	4.0% or \$304	\$7,915
CSCU	Tuition/Fees	Increase	New Tuition/Fees (FY19)
Universities	\$10,482	4.0% or \$419	\$10,901
Community Colleges	\$4,276	2.5% or \$108	\$4,384
Charter Oak State College	\$7,915	4.0% or \$319	\$8,234

Code of Conduct

The [Board of Regents January 19, 2017, meeting agenda and minutes](#) detail a discussion on a code of conduct for all CSCU personnel. The idea of a code of conduct was brought up by Regent Naomi Cohen in response to situations that arose with a CSU-AAUP faculty member’s arrests off campus and that resulted in significant negative publicity for the CSCU system and the Board of Regents. However, members of the BOR HR Committee deny that that incident was the reason for the code.

The minutes for that meeting state: “Regents believe that all employees, Regents, staff and others associated with the CSCU system have a general duty to exhibit conduct that is ethical and moral.” In order to outline expectations for behavior, Regents directed management to look at other conduct policies, perhaps those of other state systems with multiple universities and community colleges, as well as a private system. [Click here to read a draft document of the code of conduct.](#)

Some key points in the draft code of conduct dictate that all CSCU employees must:

- Maintain and Treat Others with Dignity, Respect and Civility
- Lead Responsibly and with Accountability
- Comply with all applicable laws, rules, regulations, policies and protocols.
- Exhibit Ethical Conduct and Intellectual Honesty in Teaching and Research

CSU-AAUP is monitoring closely the development of this Code of Conduct for the chilling effect it is likely to have on academic freedom if initiated.

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The Faculty Advisory Committee to the Board of Regents took issue with this code of conduct and issued a response that advocated for a value-based code:

“Generally speaking, there are two types of codes: compliance-based codes and value-based codes. Compliance-based codes are lists or restrictions on behavior that are deemed unacceptable. Violations of the code are likely to result in negative sanctions. Value-based codes are aspirational, such that the resulting standards are specified so as to advance the achievement of those ideals. The FAC believes that a value-based code would not only resonate more strongly with the community the Code is designed to serve, but would be a positive contribution to advance our institutional missions.

“For these reasons, the FAC believes the Board, the administration, faculty, staff, students, and institutions would be better served by starting over and creating a value-based Code of Conduct, which is also careful to reference and include existing language in current regulations, policies, and collective bargaining agreements.”

[Click here to read the full FAC response to the BOR Code of Conduct.](#)

CSU-AAUP leaders have been in close contact with counsel to ensure the code does not outstep the bounds of our contract. The CSU Faculty Leadership Group also submitted revisions to the draft code on September 16, 2017. Furthermore, all four University senates and all 12 community colleges in the CSCU system endorse the revisions put forth by the leadership group.

ICE Protocol

In an increasingly uneasy time for students and faculty alike, CSCU President Mark Ojakian issued a protocol on Feb. 24, 2017, for all campuses to follow should Immigration and Customs Enforcement agents come to campus looking for undocumented students.

The protocol, which received a positive response on all four campuses, was emailed to all faculty and instructs any ICE official on campus be directed immediately to the university president.

The memo states: "It is the intention of the CSCU to comply with legally mandated disclosure, orders and judicial subpoenas, but beyond those legal mandates, it shall not further engage in the enforcement of federal immigration laws."

In a statement, Stefan Keller, program manager at CT Students For A Dream said: “We welcome President Ojakian’s guidance to CSCU Campuses and affirmation that all students in the system should feel safe and be treated with respect and dignity. No student should feel at risk or threatened when seeking to pursue their education. When this happens, our students’ ability to learn are severely affected - which goes against the goals of our institutions of higher learning.”

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BOR President Ojakian's Consolidation Announcement

Facing a \$35 million budget deficit, BOR President Ojakian announced his new plan called “Students First” on April 3, 2017, and proposed to consolidate much of the “back office” functions at the state’s 12 community colleges that would result in a 20 percent reduction in administration costs.

Although the announcement was aimed squarely at the community colleges, it riled CSU faculty. At issue for many faculty was the sweeping and secretive nature of the announcement of the consolidation decision, which was made without proper shared governance among faculty and staff at the various colleges and universities. Despite protests among faculty and a vote of no confidence by the CCSU Faculty Senate, working groups were formed and due to report their results in the fall of 2017.

After the BOR approved his plan during their April 6 meeting, the Faculty Advisory Committee to the BOR issued this short statement:

“In the biggest decision that has ever come before the Board of Regents, the FAC is shocked at the lack of specificity in President Ojakian’s ‘Students First’ proposal, and the lack of transparent deliberation that went into passing it. The FAC expects to have representatives from the FAC on all implementation teams, and that all impacted CSCU stakeholders and personnel will also be represented.” A CT Mirror article about the announcement quotes Senate Majority Leader Bob Duff saying: “I think he’s spent a lot of time talking to folks in the system — and also listening, which is a massive departure from what has happened in the past.

On April 7, 2017, the CSU Faculty Leadership Group issued the following statement on President Ojakian’s “Students First” proposal:

On April 3, 2017, CSCU President Mark Ojakian dropped a bombshell — the “Students First” Plan — into the hands of the employees of the CSCU System. Three days later, the Board of Regents approved that plan with little discussion or questioning: a plan that will change the lives and traditions of thousands of students, faculty, and staff across the system. Surprisingly, BOR Chair Matt Fleury merely recited the resolution without providing advance written copies to the public, and a vote followed. The CSU Faculty Leadership Group, while acknowledging the need for change, is concerned about the process by which this plan was developed and by which it will be implemented.

More specifically, we:

- acknowledge that the CSCU system is facing the severe consequences of many years of shrinking state appropriations;
- understand that the plan purportedly will accomplish a \$41 million savings via a two-pronged strategy that would “eliminate redundancies” in certain “back office” functions and “operationally consolidate 12 community colleges into one;”
- commend the fact that the plan is intended to protect learning, teaching and student services and to allow for an increase in the number of tenure-track faculty across the system;
- are greatly dismayed, however, that deliberations creating the plan were not public and were essentially clandestine;

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- are deeply concerned — as professors and professionals in higher education — that the likelihood of sweeping changes to our system is based on a 15-page PowerPoint Presentation, completely lacking in details regarding how such savings would be achieved.

The plan calls for Implementation Teams to flesh out all those missing details. The deadline for that work to be completed – an implausible 84 days away (July 1, 2017), will prevent these teams from conducting the careful information gathering, strategy development, and solicitation of community input necessary to ensure a thoughtful, prudent, and reasonable implementation process. Despite our misgivings, we:

- will exercise our right to shared governance and will participate in this process and expect that faculty will have substantial representation on all Implementation Teams;
- insist that we determine the manner in which the CSU faculty representatives are selected;
- agree to participate on the condition that our colleagues in other higher education unions in CCSU also be on the Implementation Teams; and
- expect that the work our members do on the teams be of substance, be recognized by the BOR as having true influence and given fair consideration, and that our participation not be window-dressing in the guise of shared governance.

The CSU Faculty Leadership Group

Stephen Adair (Sociology), Faculty Advisory Committee to the BOR & member of the BOR, CCSU
Daniel Barrett (Psychology), Senate President, WCSU

Jay Brower (Communication & Media Arts), Faculty Advisory Committee to the BOR, WCSU
Maryanne Clifford (Economics), Senate President, ECSU
Stephen Cohen (English), Senate President, CCSU
Luis Cordón (Psychology), ECSU-AAUP President
Maria Diamantis (Mathematics), Senate President, SCSU
William Lugo (Sociology), Faculty Advisory Committee to the BOR, ECSU
Julian Madison (History), SCSU-AAUP President
Mary Ann Mahony (History), CCSU-AAUP President
Patricia O'Neill (Psychology), WCSU-AAUP President, CSU-AAUP Vice President
Harlan Shakun (Accounting), CSU-AAUP Treasurer, CCSU
Michael Shea (English), Faculty Advisory Committee to the BOR, SCSU
Elena Tapia (English), CSU-AAUP President, ECSU
Rebecca Wood (Psychological Science), CSU-AAUP Secretary, CCSU

Despite the vote of no confidence in the consolidation plan passed by the CCSU Faculty Senate and the ensuing protest at the BOR meeting, the CSU Faculty Leadership Group did express a willingness to participate on the planning teams. The majority of CSU-AAUP members agreed.

CSU-AAUP pushed hard for the University Senates to elect their own representatives to the Implementation Teams. These teams were to meet over the summer, and include faculty and staff from the four CSUs, the 12 Community Colleges and Charter Oak. BOR President Ojakian limited the CSUs to having only six faculty members serve on the teams. To view reports from these committees, [click here](#).

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President Tapia invited the other union leaders in the CSCU system to meet on a regular basis to monitor the progress of the teams. This was in an effort to reduce conflict between the unions and to work in solidarity with them. The group, called Unions United Now! (UUN) includes leaders from CSU-AAUP, the 4Cs, SUOAF/AFSCME and AFT. UUN! met from late spring through summer and tis fall. Various members from each planning team also attended these meetings and shared their views and concerns of the work of the teams.

National AAUP

AAUP 2016 Annual Meeting and Conference on the State of Higher Education

Hundreds of higher education faculty, staff and advocates gather in Washington, D.C., for AAUP's 102nd Annual Meeting and Conference on the State of Higher Education June 16-19. The meeting included panel presentations, plenary speakers, lobbying, and the annual business meetings of the AAUP.

Capitol Hill Day saw members from the four CSU-AAUP chapters, as well as UConn-AAUP and the Connecticut State Conference AAUP walking the halls of power to meet with the Connecticut's delegation and their staff to urge greater support and protection of higher education and academic freedom.



Members from CSU-AAUP, CSC-AAUP meet with Sen. Chris Murphy's staff during the 2016 AAUP Capitol Hill Day in Washington, D.C.

Delegates to the 102nd Annual Meeting voted to place the College of Saint Rose in New York and the University of Missouri (Columbia) on the AAUP's list of administrations censured for violating standards of academic freedom and tenure.

The annual meeting also voted to remove from the censure list two institutions that had taken the necessary steps to address the AAUP's outstanding concerns: Metropolitan Community College in Missouri and Grove City College in Pennsylvania. Grove City College had been on the censure list since 1963, longer than any other institution. However, the annual meeting did not approve a conditional removal of the University of Illinois at Urbana-Champaign from its censure list.

Censure by the AAUP informs the academic community that the administration of an institution has violated generally recognized principles and standards of academic freedom and tenure. The full list of censured administrations is [available here](#). Full recommendations by the AAUP's Committee A on Academic Freedom and Tenure to the annual meeting, as well as the original investigating committee reports, [can be found here](#).

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Delegates to the meeting voted to add Union County College in New Jersey and the University of Iowa to its list of institutions sanctioned for violating AAUP-supported standards of academic government. Delegates also voted to remove Lindenwood University in Missouri from the list. Sanction by the AAUP informs the academic community of infringements of generally accepted governance standards after investigations reveal serious departures by the administration and/or governing board from those standards. More information on [sanctioned institutions is here](#). Full recommendations by the Committee on College and University Governance to the annual meeting, as well as the original investigating committee reports, [can be found here](#).

2016 AAUP Summer Institute

Portland State University, in Portland, Oregon, was the host of the 2016 AAUP/AAUP-CBC Summer Institute. More than 200 higher education professionals and staff gathered from around the country July 21 to 24 for a series of hands-on workshops, panel discussions and special programs. CSU-AAUP sent 17 members and staff from the four campuses to the 2016 Summer Institute. Attendees included: Tom Burkholder, Kathy Hermes, Sue Holt, Matt Orange, and Kevin Kean from CCSU; Edmond Chibeau, Lyndsey Lanagan-Leitzel, Niti Pandey, and David Stoloff from ECSU; Doris Marino from SCSU; Dan Barrett, Margaret Murray, and Forest Robertson from WCSU. CSU-AAUP staff in attendance included Caryl Greateorex (member services director), Steve Greateorex (business manager), Linda Cunningham (member services coordinator), and Liz Newberg (communications associate). Members engaged in a variety of interactive, hands-on workshops such as building grassroots leaders, non-violent direct actions, and a crash course on institutional financial analysis.

Bringing together organizers, data analysts, seasoned campaigners, and issue experts, the Summer Institute helps members build advocacy skills around AAUP principles, collective bargaining, and higher education. From learning how to build an effective legislative campaign to how to read the Redbook to legal updates on decisions that will affect the rights of faculty, participants gained needed tools and ideas to carry back to their home campus and advocate for positive change. [Click here to see photos from the 2016 AAUP Summer Institute](#).

AAUP's 2016 Report on the Economic Status of the Profession

AAUP produces a yearly report on the economic status of higher education faculty. This report provides a strong push back against the rising tide of anti-intellectualism in our state and country. It puts into perspective how out of touch with reality the thinking is of “ivory tower intellectuals” and those who believe faculty are living high on the hog. The data in this report helps members and staff advocate for higher pay for part-time faculty members, increased state higher education funding, and pay equity.

For the first time this year, the AAUP Faculty Compensation Survey collected separate data on part-time faculty members teaching on a per-section basis. These data provide a more accurate picture of the meager earnings of faculty members holding part-time appointments. In 2016–17, part-time faculty members teaching on a per-section basis earned \$7,066 from a single institution, on average. Because many part-time faculty members teach more than one course section, this figure is greater than the average amount a faculty member would be paid per section.

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Part-time faculty members—the largest segment of the academic labor force—saw their average total pay from a single institution increase to \$20,508 in 2016–17. The AAUP’s Faculty Compensation Survey defines as “part time” any faculty member whose position has an instructional component that is less than full time, including professors temporarily teaching a reduced load.

The 2016 report found that between the 2015–16 and 2016–17 academic years, average salaries for full-time ranked faculty members (assistant, associate, and full professors) increased by 0.5 percent after adjusting for inflation. The average salary for full professors in 2016–17 was \$102,402, the average salary for associate professors was \$79,654, and the average salary for assistant professors was \$69,206.

[Download the report as a PDF.](#)

2106 Committee A Report on the History, Uses, and Abuses of Title IX

The Committee’s 2016 report identified tensions between current interpretations of Title IX and the academic freedom essential for campus life to thrive. It found questions of free speech and academic freedom have been ignored in recent positions taken by the Office for Civil Rights (OCR) of the Department of Education, which is charged with implementing Title IX, and by university administrators who are expected to oversee compliance measures.

The report issued recommendations—based on AAUP policy—for how best to address the problem of campus sexual assault and harassment while also protecting academic freedom, free speech, and due process.

The Committee’s report identified the following specific areas as threats to the academic freedom essential to teaching and research, extramural speech, and robust faculty governance:

- The failure to make meaningful distinctions between conduct and speech or otherwise to distinguish between “hostile-environment” sexual harassment and sexual assault.
- The use of overly broad definitions of hostile environment to take punitive employment measures against faculty members for protected speech in teaching, research, and extramural contexts.
- The tendency to treat academic discussion of sex and sexuality as contributing to a hostile environment.
- The adoption of lower evidentiary standards in sexual-harassment hearings (the “preponderance of evidence” instead of the “clear and convincing” standard).
- The increasing corporatization of the university, which has framed and influenced the implementation of Title IX by colleges and universities.
- The failure to address gender inequality in relationship to race, class, sexuality, disability, and other dimensions of social inequality.

[Click here to read the full report.](#)

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2017 Endorsement of the College for All Act

The AAUP endorsed the [College for All Act](#) that was introduced in April 2017 by Sen. Bernie Sanders. The Act would make four-year public college free for families making less than \$125,000 and make community college free for all. Funding would come from a Wall Street speculation tax. It would also reduce student loan debts by cutting all student loan interest rates for new borrowers while also preventing the federal government from profiting off the student-loan program. The College for All Act restores the promise that higher education is an accessible public good, not a privilege for the wealthy few.

Rudy Fichtenbaum, AAUP president said, "The College for All Act reaffirms our commitment to quality, public higher education as a right for all Americans. It would expand access to higher education and would help former students already saddled with large student debt to refinance at rates that are offered for new student loans.

"It would cut down on the abuse of adjunct labor and strengthen academic freedom protections by increasing the percentage of tenured and tenure-track faculty. The AAUP is proud to endorse the College for All Act."

[Click here for a fact sheet on the College for All Act.](#)

2016 Professor Watch List

A new website called ProfessorWatchlist.org was established in 2016 and accuses college professors of advancing "leftist propaganda in the classroom" and discriminating against conservative students. AAUP was quick to identify the clear threat to academic freedom such a list poses. The Watchlist is a project of Turning Point USA, a non-profit that aims "to identify, educate, train, and organize students to promote the principles of fiscal responsibility, free markets, and limited government." Turning Point's partners include the Ayn Rand Institute and the Heritage Foundation, among others.

In December 2016, the AAUP published an open letter inviting faculty and supporters to add their names to the Professor Watchlist in support of fellow faculty who were being targeted. Thousands signed in the first hours. The groundswell of support for colleagues targeted by the Watchlist sends a powerful message that efforts to harass and intimidate faculty are unacceptable and will be met with pushback from AAUP and all those who value academic freedom and the free exchange of ideas. To add your name to the "watch list" and support those who have been listed, [click here.](#)

CSU-AAUP thanks you for continued support of quality public higher education.

To keep up with union actions and events, please like our [Facebook page](#) and follow us on [Twitter](#). You can also [visit our website csuaaup.org](#) for the latest updates.

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