CSU-AAUP Academic Year 2017-2018 Annual Report

Table of Contents

Page 2  CSU-AAUP Political Action Committee
Page 3  CSU-AAUP Votes To Ratify Contract
Page 4  CSU-AAUP Actions
Page 9  CSU-AAUP Legislative Report
Page 10 Conferences
Page 16 Contract and Grievance Administration
Page 17 CSU-AAUP Organizing Committee
Page 20 Connecticut Board of Regents
Page 25 National AAUP
CSU-AAUP Political Committee Report, 2017-2018

Chair: Thomas Burkholder (CCSU)

Membership:  Robbin Smith (CCSU), Luis A. Cordon (ECSU), Stephen Monroe Tomczak (SCSU), Howell Williams (WCSU)

Treasurer:  Harlan Shakun
Assistant Treasurer: Erin Clark
Staff: Michelle Malinowski

Meetings:  The PAC held online meetings, January 30 and May 1 in addition to online editing of questionnaire. Work will begin in mid-June on endorsements for the November 2018 elections.

PAC Goals:

1. Defend the legislature from takeover by conservative lawmakers and defend collective bargaining and higher education.
2. Support primary candidates who are supportive of higher education
3. Identify races that are winnable and help flip those that we can.
4. Push the Thriving Communities narrative.
5. Get support from CSU-AAUP to awaken members politically and get them to put pressure on their legislators to support public higher education and collective bargaining. We need department liaisons to get political and be willing to recruit other members to help with issue advocacy. A couple of volunteers with canvassing experience could do training. Get ideas from liaisons about how to help influence legislators.

In addition, the PAC identified the following measures to be taken:

- Independent expenditures on behalf of specific candidates, which can NOT be coordinated in any way with candidates or campaigns.
- Giving money to PACs that are aligned with our goals and can help us.
- Work with Working Families, Due Justice and CCAG to put pressure on legislators to support higher education and collective bargaining. They can help with get-out-the-vote and canvassing, among other things.
We will also need more PAC volunteers to help administer any independent expenditures like mailings or phone banking. Expenditures have to be reported to SEEC in a specific time frame that gets shorter as the election gets closer.

**Resources:** The AAUP_INFO shared drive has maps and spreadsheets with member legislator information and candidate registration data. Additional information will be added and shared there.

**Candidate Endorsements:** The PAC has sent requests via email for endorsements to all registered candidates for election in 2018 to the Connecticut General Assembly, governor and lt. governor. The questionnaire adapted recommendations made by the PAC after the 2016 election cycle. Since we are interested in endorsing some candidates in the August primary, we will be meeting in June to evaluate candidates and release our endorsements. We will put together a voting guide for members for the 2018 general election.

**Donations:** 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. To date, we have only authorized one contribution to Keep Connecticut Blue.

- By CSU-AAUP PAC Chair Tom Burkholder, Chemistry, CCSU

**CSU-AAUP Council Holds Emergency Council Meeting, Members Ratify Contract**

CSU-AAUP President Elena Tapia called an emergency council meeting for June 24, 2017 at 6 p.m. in the Connecticut Room of CCSU’s Memorial Hall. Members could attend in person or be linked in through video conferencing. Members met to discuss the SEBAC Agreement that laid out some changes to health care and pension for employees. In a unanimous vote, the Council moved to recommend the CSU-AAUP Contract to the membership for ratification and to recommend the SEBAC Agreement to the membership for ratification. CSU-AAUP members voted on July 17, 2017, to ratify the Contract and the SEBAC Agreement. Both agreements were passed by the Connecticut State House of Representatives on July 24 and then by the Connecticut State Senate on July 30, 2017.

To read the full 2016-2021 CSU-AAUP/BOR Collective Bargaining Agreement, please click here.

To read a summary of the changes in the 2016-2021 CSU-AAUP/BOR Collective Bargaining Agreement, please click here.

For a list of Q&As regarding the SEBAC Agreement, please click here.
Big Fat F! CSU-AAUP Members Fail the Legislature’s Austerity Budget

Reeling from the legislature’s budget that puts public higher education squarely on the chopping block, CSU-AAUP faculty members, staff, and students took to the Legislative Office Building in Hartford late September to speak out on the draconian budget and its cuts to public higher education.

Holding a press conference, faculty donned their full academic regalia and gave the budget a “Big Fat F.” Along with their students, they delivered “report cards” to lawmakers who voted for a budget that attacked public higher education and would deny Connecticut students access to the affordable, quality public higher education they deserve.

The CSCU system had already taken a reduction of $66 million over the last 2-3 years. The proposed state budget would have cut approximately $93 million more. The austerity budget also sought to eliminate the Roberta Willis Scholarship Fund, which many CSU students depend on – despite working multiple jobs – to afford tuition. To give context to the situation: the maximum Pell grant is $5,920 for the academic year. In-state undergraduate tuition plus fees at the CSUs this 2017-2018 academic year is $10,538, not including room and board that ranges from $6,200 to $8,300. These are significant amounts considering many CSU students qualify for SNAP and depend on food pantries to make ends meet.

“Public higher education is an economic driver of our state and is responsible for building the workforce that today’s companies demand,” said CSU-AAUP President Elena Tapia. “The continued decline in funding today will lead to a decline in achievement, ingenuity, entrepreneurism and leadership tomorrow. And that puts Connecticut at risk of being left behind.”

Days after CSU-AAUP’s budget press conference and protest, the governor did indeed veto the budget. Click here to see a selection of media coverage from that day.
Legislators Receive CSU-AAUP Syllabus to Earn a Passing Grade in the 2018 Legislative Session

Despite frigid temps, winds, snow, ice, and hazardous driving conditions, CSU-AAUP members ventured out to greet legislators for the opening day of the 2018 legislative session.

Clad in CSU-AAUP’s signature red t-shirts and wielding signs that read #ThriveTogether and Invest in Public Higher Education, CSU-AAUP members and their students greeted lawmakers and delivered a special syllabus. Designed by CSU faculty, the syllabus is a guide for legislators on ways they can best create policies and laws that will help our students and all of Connecticut #ThriveTogether.

To see a video montage of the action, click here. Click here to see more photos from the action.

CSU-AAUP Members, Students Testify at Appropriations Committee Hearing

The place to be at the state legislature on Feb. 15 was the Appropriations Higher Education Subcommittee public hearing and CSU-AAUP members and their students came out in force. The hearing began in the morning with testimony from CSCU President Mark Ojakian. You can watch his testimony here. It begins at close to the 1:10 mark.

Public testimony was heard in the evening beginning at 7:30 p.m. CSU-AAUP Council attended the hearing and 18 of our members and four students testified in support of public higher education.

CSU-AAUP President Elena Tapia started off the testimony. Her and other members’ testimony can be viewed here starting at the 2:48:28 mark. At the end of the hearing, bipartisan members of the committee posed for a photo with CSU-AAUP.
Higher Education Committee Hearing on Students First Plan

The Higher Education Committee held a public hearing Jan. 30 to hear from the BOR and representatives from the New England Association of Schools and Colleges. CSU-AAUP members filled the hearing room, with about 25 either submitting written testimony against the consolidation plan or testifying in person before the committee. NBC-CT interviewed President Tapia about why faculty are opposed to the plan. Legislators asked pointed questions of Ojakian and expressed some of the same misgivings about the plan as faculty and students.

Even Roberta Willis, newly retired legislator and former chair of the Higher Education Committee, attended the hearing out of what she said was deep concern with the plan.

Ojakian presented a series of slides to the committee, which you can view here. A representative from the New England Association of Schools and Colleges followed him and spoke for another hour regarding the accreditation process.

CSU-AAUP members joined with the 4Cs, SUOAF-AFSCME, and other community college staff to fill the hearing room at the LOB to capacity and deliver written and spoken testimony opposing the plan. To read their testimony, click here.

CCSU-AAUP President Louise Williams penned an op-ed published in the Hartford Courant on Sunday, Jan. 28, and made national news as it was shared around the country by University Business magazine in their daily e-briefing for higher education leaders.

CSU-AAUP President Elena Tapia was interviewed by NBC-CT about why faculty are opposed to the consolidation moves.

Here is other news coverage from the hearing:

- Legislators Pepper Ojakian With Questions About Community College Consolidation Plan (Hartford Courant)
- Lawmakers question college consolidation plan (Connecticut Post)
- Proposal to consolidate state's community colleges (Fox 61)
CSU-AAUP Supports Dreamers Bill

Standing in support of undocumented students, CSU-AAUP member, ECSU professor, and Faculty Advisory Committee chair Dr. William Lugo spoke at a press conference April 17, 2018, in favor of a bill that would allow undocumented students access to institutional financial aid. The press conference was organized by Connecticut Students For A Dream. The group has been lobbying for access to this aid for nearly five years. Visit the CSU-AAUP Facebook page to hear Dr. Lugo give his statement. The day after the press conference, the Senate did indeed vote 30-5 in favor of SB4 AN ACT ASSISTING STUDENTS WITHOUT LEGAL IMMIGRATION STATUS. The bill also passed the House and was signed into law by the governor at the end of the 2018 session.

Protesting Janus and Standing Strong Alongside Fellow Union Members

As the United States Supreme Court heard oral arguments on the Janus vs. AFSCME case Feb. 26, union members from across Connecticut came together on their lunch hour to protest the attacks on workers’ democratic rights to collective bargaining.

In Storrs, New Haven, Stamford, and Hartford, thousands of union members heard from legislative and community leaders, as well as fellow rank-and-file members, about why America needs unions: to protect your voice in the workplace, fair and equitable pay, affordable health care, quality public higher education, a vibrant middle class, and local communities that thrive together.

Speakers called on members to keep up the good fight and to remember this attack on worker rights as we organize for the upcoming elections this November.

While unions lift all boats, the Janus decision seeks to drown our voices in the workplace.

CSU-AUP Chapters Hold “Thrive Ins” On Campus

Building on CSU-AUP’s #ThriveTogether campaign launched in early 2018, all four CSU-AUP chapters held their own versions of a Thrive In where faculty, students, and staff came together to talk about what they needed in public higher education to #ThriveTogether.

WCSU-AUP held a Thrive In in four different locations across their two campuses over two days. Faculty saw an enthusiastic response from students and WCSU-AUP members alike, as folks in the university community joined in to create their own messages about what they needed to thrive. According to CSU-AUP Vice President Patty O’Neill, much of what students reported needing centered on debt-free higher education and financial assistance.

SCSU-AUP and ECSU-AUP also held similar Thrive In events where dozens of students, faculty, and staff posed with signs detailing what they each needed to thrive. CCSU-AUP’s Thrive In, held earlier in the semester, involved state legislators who met with faculty and students to discuss the need for greater investment in public higher education as a means to #ThriveTogether.

The end of March saw special events including a forum by CCSU-AUP called Save Our Schools, Defend Our Communities. This event helped start conversations on the dangers of austerity and ways for faculty and students to push back. Also in March, SCSU-AUP held a special showing of the documentary The United States of ALEC by Bill Moyers. After the film, past CSU-AUP President and Professor Emeritus Dave Walsh led a discussion on inroads American Legislative Exchange Council (ALEC) has made in Connecticut.

Check out CSU-AUP’s Flickr page for more photos from all four campus Thrive In events!

Above, ECSU-AUP council member Sarah Baires and an ECSU student talk at the ECSU-AUP Thrive In about what they need to #ThriveTogether.
CSU-AAUP Speak Out Against Consolidation at May BOR Meeting

CSU-AAUP members gathered at the May 10, 2018, Board of Regents meeting to register their dissatisfaction with President Ojakian and the Board of Regents’ bungled consolidation plans. Speaking in a standing-room-only meeting, CSU-AAUP President Elena Tapia read portions of the CSU Faculty Leadership Statement that was delivered to the BOR before the meeting.

President Tapia admonished the BOR and President Ojakian for engaging in a strategy of austerity, rather than one that would secure increased state funding for the CSCU system. After all, the CSCU system is Connecticut’s only public higher education system that sees a majority of its students remain in state after graduation to raise families, start businesses, build careers, and become engaged community members.

Click here to see a sampling of media coverage from the day.

2018 Session Legislative Report

Adjourning at midnight on May 9, the 2018 legislative session saw some important wins for CSU-AAUP. The passage of SB 4 allowed Dreamers access to institutional financial aid, while collective bargaining rights and binding arbitration continued to be protected.

Bills and amendments that would limit, repeal or weaken those rights to collectively bargain were quashed. But make no mistake, these threats will rear their ugly heads again during the November election and the next legislative session.

For a summary of the major legislative wins that will benefit CSU-AAUP and other unions, as well as working families, please click here.
Conferences

2018 National Center for the Study of Collective Bargaining in Higher Education and the Professions

CSU-AAUP saw 11 members representing all four CSU-AAUP chapters, as well as three staff members, attend the 45th 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 April 15-17, 2018.

Held on the 51st anniversary of New York State’s landmark Taylor Law, which led many other states to follow and assured that public employees have the freedom and the right to unionize.

This year’s conference theme was “Facing New Realities in Higher Education and the Professions” with keynote speaker Dean David Weil. Dean Weil spoke about the economics behind precarious employment. The conference plenary discussion looked at the legacy of Dr. Martin Luther King, Jr. on the 50th anniversary of his assassination. Conference workshops addressed effective advocacy, negotiations concerning adjunct faculty, collective bargaining about librarians, and responding to the Janus case.

Gallo & Robinson Lobbying Conference

Gallo & Robinson held their 37th annual Connecticut Lobbying Conference in October 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.

Facing budget challenges and threats to decreased funding for essential programs like public higher education, the conference attracted several CSU-AAUP leaders and staff members. A bipartisan panel of legislators, advocates, capitol staff and lobbyists meant there was an abundance of knowledge to glean. Workshops covering everything from how to pass or kill a bill, working with legislative staff, and lobbying the executive branch brought valuable insights from legislators, staffers and advocates. Panelists came from a broad and bipartisan representation of state government and included Speaker of the House Joe Aresimowicz and House Republican Leader Themis Klarides.

After attending the conference, CSU-AAUP members were set for the upcoming legislative session and ready to hit the ground running!

Dreamers Conference: Advancing Equity in Uncertain Times

On Friday, December 8, 2017, CSU-AAUP sent members to attend C4D’s 4th annual Educators’ Conference held at SCSU. Educators, schools, districts and universities are key in supporting undocumented students and can be on-the-ground advocates for educational equity. Listed here are some insights gained from the conference, according to five CSU-AAUP members in attendance.
“Not until I became an assistant professor at SCSU was I made aware of the burdensome circumstances faced by undocumented students. Granted, as a nurse and nurse educator, I was concerned about the hesitancy of any number of undocumented individuals to seek healthcare services; however, I was uninformed for the most part and decided to attend the educators’ conference as a means of learning more about the experiences of undocumented individuals. As a result, I took from the conference several themes. These include the concepts that (1) ‘silence will not protect you’ in resisting mistreatment while working towards equity across all groups of immigrants; (2) the history of immigration in the United States is problematic in structure, thereby creating bias for or against certain groups of immigrants; (3) the stakes are high for undocumented students, especially because of their family relationships and uncertainty about the future; and, (4) we as a society need to have the tough conversations about undocumented students while also sitting with our own discomfort.”

Kimberly Petrovic
PhD MSN MA RN and Assistant Professor of Nursing

“My first C4D Annual Educators Conference was enriching, engaging, and inspirational. The opening sessions challenged participants to consider examples of structural injustices where policy or programs inhibited growth or opportunities for undocumented students and on ways to start including race in these kinds of conversations. The “New Educators” session helped us understand how barriers affect students, student identity beyond undocumented status, and the laws and policies related to undocumented students. I learned how to be a better resource for undocumented students and how to connect them with resources in the community. The Breakout Session on Immigration Law was extremely helpful in providing an immigration overview on various visa types, describing policies protecting undocumented youth that are ending and sharing how bills are being proposed to help. The conference ended by having our institutions commit to three action plans to be a better resource for undocumented students and emphasized how powerful students, faculty, and staff can be when we unite to tell our stories and push for change.”

Jazmin Sharif
Immigration Specialist, International Education Coordinator
Office of International Education
Adjunct Professor, English Department

“The CT Students for a Dream 4th-Annual Educators Conference brought more than 150 K-16+ teachers, counselors, professors, and activists together at Southern Connecticut State University on Friday, December 8, 2017. A daylong training event, the conference offered general sessions and specialized breakout groups. They aimed to raise awareness of how undocumented students and their families are coping in our state with dramatic and disturbing changes in national politics, policies, and practices. Just as much, the conference leaders provided clear, up-to-date information and strategies to make sure that Connecticut schools, colleges, and universities do all they can to help students who face uncertain futures resulting from the hostile political climate of our country.
One valuable session for higher education faculty was “Moving beyond Inclusive to Retention,” led by Laura Bohórquez of the University of Maryland and Diana Valdivia of UC Santa Barbara. They talked about how their universities, along with others in our region such as UMass Boston, Rutgers, and Cornell, have created task forces and coordinator positions, which they hold, for undocumented student support, programming, and advocacy. Their presentation helped us recognize the need for appropriately staffed dedicated services for undocumented students, something that we should emulate even under budgetary constraints. Once these offices are in place, it becomes easier to connect students with career services, legal aid, counseling, financial aid, and mentoring possibilities, even while maintaining safety and confidentiality.

During our faculty roundtable, a number of members from CSU campuses, along with other faculty from in- and out-of-state colleges and universities, brainstormed ways to engage their campuses in supporting undocumented students. Southern faculty called for our Undocumented Student Support Task Force to promote more university-wide programming and curricular development so that students have regular learning opportunities, hopefully leading to activism, about the unjust and inequitable treatment that undocumented students and their families face. Participants suggested relevant films, readings, workshops, field experiences, and teaching approaches—including how to respond to poorly informed comments and positions—so we can spread the word about how to integrate awareness into the curriculum and make sure that all students feel safe on campus and in the classroom.

As a union, we need to raise faculty awareness and involvement in maintaining affordable access for all students, especially undocumented students. It’s time for the CSU-AAUP to be visible as advocates for students who face inequities in access, financial aid, and academic support, along with discrimination and the fear of deportation for themselves and family members. A union scholarship for undocumented students in our system, connected to fundraising from outside sources, would be a good way to show our commitment. While Connecticut remains one of the safer states for undocumented students, we should not rest easy given the changing political direction in state government and continued hostility at the federal level.”

Andrew Smyth
Professor of English
Southern Connecticut State University

“Three simple steps Eastern can take to support undocumented students”

Ricardo Pérez and Patrick Vitale

On Friday December 8, we joined a large group of educators at Southern Connecticut State University to learn how we can support undocumented students within and outside the classroom. This is the fourth time the Connecticut Students for a Dream (C4D) has hosted an Educators Conference. It was the largest conference yet and included nearly two hundred teachers, principals, guidance counselors, administrators, professors and other educators from across Connecticut.
The conference provided a wealth of information on the threats that undocumented students face. The morning session was divided into concurrent panels for new educators (those attending a C4D conference for the first time) and returning educators (those who have attended any of the three previous conferences) and provided participants with general information about “the moment we are in.” The afternoon session, on the other hand, included breakout sessions for affinity groups such as K-8 Teachers, High School Teachers and College/University Professors. Emphasis was given to the coordination of an activist movement for undocumented youth that facilitates college access and retention. We also learned about changes to immigration enforcement, how the deportation process works and who is disproportionately targeted, and how other universities support undocumented students.

In conversation with students from Eastern and faculty at other universities we came away with three concrete suggestions that we recommend to faculty and staff at Eastern Connecticut State University.

Undocumented students suggested that Eastern’s heavy emphasis on “Opportunity Scholars” – DACA recipients from outside Connecticut who are “locked out” of universities in their home states – often comes at the detriment of other undocumented students on campus. It is important for faculty and staff to remember that not all undocumented students have DACA status or are “Opportunity Scholars.” Eastern should celebrate and work to enhance the presence of all immigrant students. Faculty and staff should be aware that immigrant students are diverse and that not all of them are “Opportunity Scholars.”

Faculty at Southern and Western pointed out two simple steps that Eastern could take to make our university more inclusive for undocumented students. Southern and Western both have Undocumented Student Taskforces. These are groups of experienced faculty, administrators, counselors, and advisors who are available to support undocumented students. Given that we already have such people on campus, it would be extremely easy to create such a taskforce at Eastern and promote it to our students. This would make existing faculty and staff expertise and support readily available to all of our undocumented students.

The taskforce at Southern also maintains an excellent website for undocumented students (see: https://southernct.edu/undocumented-students/). This website provides a wealth of information for undocumented students, including information about financial aid, the application process, and other resources for both faculty and students. The website also details CSCU policies about how staff and faculty should interact with Immigration and Customs Enforcement (they should not and should refer all requests to the President’s office). We realize that our website is currently being revamped, but this is a simple addition and could borrow heavily from the websites that Southern and Western created. We should not wait to create such a valuable and simple resource for our students. Eastern needs such a website immediately!

We hope all AAUP members will join us in advocating for these simple concrete steps. Please feel free to contact us if you have any questions or suggestions.
2017 Faculty Advisory Committee to the BOR Shared Governance and Student Success Conference

The Faculty Advisory Committee to the Board of Regents for Higher Education presented the 4th annual FAC Conference on Student Success and Shared Governance on Friday, April 13, 2018, at Southern Connecticut State University. The conference theme, “Preserving Access, Building Lives, Creating Justice,” emphasized the role of public higher education in supporting social justice. Breakout sessions related to this theme included panel discussions, roundtable discussions, workshops, and posters. Keynote speakers were Mark Huelsman, a higher-education policy analyst with DEMOS specializing in access issues, such as college affordability, student debt, financial aid, and state investment in higher education. The second keynoter is Khizr Khan, a Gold Star parent and author of “An American Family: A Memoir of Hope and Sacrifice,” which according to one critic “matters because Americans need to listen hard to one another, especially as questions of inequality have gained renewed visibility.” Rounding out the conference was a stirring student panel and an open discussion with members of the BOR.

In photos: Above, conference organizer and SCSU professor and CSU-AAUP member William Faraclas, Mark Huelsman, senior policy analyst at DEMOS focused on student debt and college affordability, and Kara Faraclas, SCSU professor and CSU-AAUP member. At left, Khizr Khan, a constitutional rights advocate, a Gold Star parent, and international lawyer speaking at the FAC conference.

Fighting the Right-Wing Agenda: UMass Labor Center Conference

On March 2-3, CSU-AAUP members Elena Tapia, Louise Williams, Cindy Stretch, Margaret Murray, John O’Connor and Stephen Monroe Tomczak attended a conference at the UMass Labor Center that explored the impact of Trump-era policy changes on workers and their unions. The conference brought together labor scholars, union leaders, and community activists from across the country. The focus of the conference was to both document the rise of the right and to consider the elements of a successful fight-back.
In a packed room of 200, attendees heard scary presentations from Gordon Lafer (University of Oregon) and Nancy MacLean (Duke University) that outlined the concrete goals and practices of the resurgent right-wing, operating at both the national and state levels. For both Lafer and MacLean, the attack on unions, public services, and the pensions/health care of workers is all part of a deliberate plan to remake U.S. society and enhance corporate power.

Independent Labor Scholar Bill Fletcher, union organizer José La Luz and Sarah Jaffe (Journalist) cautioned the audience against simplistic explanations for Trump’s victory. Jaffe questioned whether Trump’s victory can solely be linked to a “white working class,” when the well-educated, white women, and the religious right broke very strongly for Trump. Fletcher and La Luz both argued that organized labor’s political paralysis and its sole focus on defending earlier won gains, helped open the door for workers to take a step toward Trump. It was Trump - not the labor movement - that promised to raise workers’ living standards, re-write bad trade deals, and jump-start the economy.

Stirring remarks by Massachusetts AFL-CIO president Steve Tolman and Massachusetts Teachers Association leader Barbara Madeloni got the crowd thinking about the different ways that workers and unions could fight back. Their combined message was that unions were going to have to change the way they operate; they needed to organize everyone, make links with the community, be proactive, and do not be afraid to push back.

Resistance to Trump and the right-wing is already underway. Other panelists indicated that unions were succeeding in right-to-work North Carolina, home-care workers were pushing back in New Haven, charter-school expansion was defeated in Massachusetts, and that labor was taking progressive stands in relation to globalization and immigration.

In all of the panels that discussed resistance, one theme emerged over and over again: if unions are to survive in today’s hostile, right-wing context, they must change. Gone are the days of unions doing it alone; unions need community allies. Leaders and members alike need to be educated in the workings of neoliberal capitalism, and they should never submit to the right-wing dynamic of lowered expectations.

Although the conference was a heady mix of dread/inspiration, and it did allow us to reconnect with those scholars/activists that have participated in CSU-AAUP events in the recent past. It also clarified for those CSU-AAUP members present that we have a long, hard struggle ahead, and that in a post-Janus world, we all need to work extra hard to deepen, strengthen, and build our union on our campuses.
Contract and Grievance Administration 2017-2018

In July of 2017 CSU-AAUP members ratified a new collective bargaining agreement (CBA) retroactive to August 26th 2016. It included multiple changes and laid out raises and a lump sum payment scheduled for the fall of 2018. A positive change for AAUP members was an increase in compensation for professors who teach labs or studios. Since the beginning of collective bargaining at the CT state universities, 1979, labs only received .75 credits per laboratory hour, but with the new contract labs are to receive 1 full load credit per hour. The union took a stand that this full load credit was retro-active to August of 2016 – the actual beginning of the new contract. CSU-AAUP filed a grievance and was prepared to go to arbitration. Instead the Board of Regents (BOR) conceded that since there was no evidence of start date intent when the new compensation was negotiated the full credit was indeed retro-active and should be paid. Victory!

There have been a few other implementation problems with the new contract, but they are being hammered out. The union is fighting to make sure that improvements for part-time faculty are implemented as expeditiously as possible. The BOR is supposed to print up hard copies of the Collective Bargaining Agreement – certainly in the first year, but it is taking much longer than expected. We expect and hope that there will be copies of the contract available by the beginning of the Fall Semester.

Finally, the new CBA was negotiated in conjunction with the new State Employee Bargaining Agent Coalition (SEBAC) agreement. The SEBAC agreement negotiated changes to health care and pension benefits that were ratified July 31, 2017. Some of the new changes include a new, lower, pension tier (Tier 4) and small increased health care contributions for new hires. SEBAC has agreed to take up a CSU-AAUP grievance about how the BOR is handling newly hired faculty in 2017. Several faculty at ECSU were surprised that they were being bumped out of Tier 3 pensions and being made to pay new hire rates for health care. These faculty received letters of appointment and signed contracts before the new SEBAC agreement went into effect – July 1, 2017. The union is fighting for any members who were bumped out of Tier 3 and put into Tier 4 – because they signed employment contracts under the old SEBAC agreement.

Grievance Administration
There was a lot of activity. Members were concerned with bullying and harassment. The CCSU campus erupted with front page coverage of sexual harassment accusations against several faculty. The union is fighting to make sure that faculty receive due process. As always faculty turned to the union with questions and concerns about promotion and tenure and sabbatical leaves and release time and other compensation issues. Grievance committees on each campus were active in handling problems and helped settle and resolve many issues.
At Southern, the union challenged a denial of promotion, by the acting Provost, for a nearly 30 year professor. The union presented its case at a Step 3 Hearing, which is like an in-house arbitration heard jointly by an AAUP representative and a BOR representative. The union made a strong case and the professor was promoted – Victory! Also, at SCSU the union has proceeded up the grievance procedure with an unfair termination. While winning reinstatement for this faculty member in front of a termination committee, the President of SCSU overturned that decision. The union is now proceeding to binding arbitration in front of a neutral arbitrator and results won’t be known until later this fall.

Southern has seen an increase in discipline imposed on faculty and the union is fighting back concentrating on the arbitrary and overly punitive nature of the discipline as well as the lack of due process afforded to the accused. The union has been able to resolve some of these cases as well as win compensation for others.

-By Paul Filson CSU-AAUP Director of Member Services

CSU-AAUP Organizing Committee

The Organizing Committee was formally convened in August 2017, when Josh Lenes, National AAUP’s lead organizer, led a workshop at CCSU for a group of faculty from all four campuses. The broad goals for the group coming out of that workshop were to protect collective bargaining and to advocate for the CSUs at the General Assembly. Although much remains to be done, the committee has made some progress in both areas, and through our campaigns we have increased visibility of the union’s work and relevance among members, students, and legislators.

Click here to see photos on the CSU-AAUP Flickr page from various CSU-AAUP actions.

I should say at the beginning, that this report will not address the ongoing work that CSU-AAUP leaders have done to push back against the Board of Regents’ austerity measures, including plans for consolidation like “Students First.” Although there has been overlap between the efforts, especially insofar as Students First is an austerity measure that capitulates to national movements to gut public services, the organizing committee per se has not led that resistance on the ground. However, the work the leaders of that effort have done has reflected positively on the CSU-AAUP.
Our original plan for the committee was two-fold: to develop and implement a legislative advocacy campaign around free tuition and a membership engagement campaign that would lead to a membership drive ahead of the Janus decision. Our legislative planning was sidetracked temporarily by the need to respond immediately to the deteriorating budget negotiations in the legislature. On September 27, 2017, we staged a press conference where we delivered a “Big Fat F” to the Republican budget. The event was covered widely in the press.

Throughout the year, we returned to the trope of “Public Higher Education 101” and used it to shape our messages and events at the legislature and to build coalition with the 4Cs and UConn-AAUP. When the new session began in early February, we were ready with a “syllabus” that laid out our guiding principles in the form of a rubric. Then, on April 11 at our joint Lobby Day, we offered a “study guide” and urged legislators to work harder to achieve the desired outcomes before the end of the session.

The committee developed the guiding principles and got buy-in from the other higher ed unions. In short, they are 1) free tuition, 2) increased and sustained funding for public higher ed, 3) academic freedom, 4) increased full-time faculty plus job security and improved working conditions for part-time faculty, and 5) protection for collective bargaining. (See attached syllabus.)

In the spring semester, we began organizing around a push for free tuition at the CSUs and CCs. We were successful in getting a “Free 2 Finish” component added to the “Free 2 Start” legislation in the Higher Ed Committee. This effort was led by President Tapia and CCSU President Williams, who brought Jen Mishory from the Century Foundation to meet with leaders of the Higher Ed Committee in Hartford. Unfortunately, late in the budget deliberations, the “Free 2 Finish” language was dropped from the bill. However, as we learned from our support of the students from C4D, these campaigns often take years to win. We plan to continue this advocacy through the current election cycle and beyond.

The overarching message of the year’s work has centered on the relationship between accessible quality public higher education and “Thriving Communities.” Each campus had at least one event tied directly to this theme where we collected signatures (and non-university contact information) in support of the guiding principles. These events were very successful and yielded photos and materials that we have folded back into the #ThriveTogether campaign. As was very clear from the events, students are stressed financially and psychologically from the relentless austerity measures at the universities and beyond. The
“Free 2 Start & Free 2 Finish” campaign can be an opportunity for solidarity and increased activism in the near term.

The committee’s other goal, protecting collective bargaining, is off to a start. We established the language of our new membership cards and then organized an outreach drive focused on part-time non-members before the semester ended. The staff was instrumental in this effort, talking with faculty and collecting signatures on cards. At the same time, we began and are continuing to use Action Network to encourage faculty to renew their membership and recommit to paying dues.

Our work over the summer will be to refine the Action Network digital strategy, produce a careful response to the Janus decision when it is announced and deliver that via U.S. Mail to home addresses, to launch a phone bank in late July, and to be ready with a multi-pronged membership drive when the semester begins in August. In order to do all this, we will need to be more intentional about recruiting faculty volunteers.

Respectfully submitted,

Cindy Stretch
Chair, CSU-AAUP Organizing Committee
The Connecticut Board of Regents

Students First

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 stands to change the lives and traditions of thousands of students, faculty, and staff across the system. The plan is detailed on the CSCU website: http://www.ct.edu/studentsfirst.

While being touted as a savings strategy to help lift the state-wide higher education system out of deficit, the plan’s financial details were foggy to say the least, especially when considering a plan of this magnitude, according to CSU-AAUP President Elena Tapia. CSU-AAUP has stood in solidarity with colleagues at the community colleges in opposition to the plan. Beginning in May 2017, union leaders from CSU-AAUP, 4Cs, SUOAF, and AFT has met consistently with members of the implementation teams to monitor the process.

On December 14, 2017, the Board of Regents met and voted to approve and submit President Ojakian’s plan Students First to the accrediting body, New England Association of Schools and Colleges or NEASC. CSU-AAUP members, wearing signature red t-shirts, were present at this BOR meeting and voiced opposition to the community college merger during the public comments portion of the meeting. In addition to CSU-AAUP members, community college faculty, students, and community members also spoke out against the plan.

Despite such wide opposition, the consolidation plan passed overwhelmingly with 12 Regents voting for and one Regent, William McGurk, abstaining.

CSU-AAUP members were quoted in much of the media coverage of the meeting.

Visit the CSU-AAUP website for links to the various state-wide media coverage.

CSU-AAUP members continue to voice their opposition to the scheme.

CCSU-AAUP President Louise Williams penned an op-ed published in the Hartford Courant on Sunday, Jan. 28, and made national news as it was shared around the country by University Business magazine in their daily e-briefing for higher education leaders.

On Jan. 30, CSU-AAUP members attended the Higher Education and Employee Advancement Committee’s public hearing, which was held to hear testimony and field questions on the Board of Regents consolidation plan Students First. BOR President Mark Ojakian spoke and answered the committee’s questions for nearly three hours. Ojakian presented a series of slides to the committee, which you can view here. A representative from the New England Association of Schools and Colleges followed him and spoke for another hour regarding the accreditation process.
CSU-AAUP Academic Year 2017-2018 Annual Report

CSU-AAUP members joined with the 4Cs, SUOAF AFSCME, and other community college staff to fill the hearing room at the LOB to capacity and deliver written and spoken testimony opposing the plan. To read their testimony, click here.

CSU-AAUP President Elena Tapia was interviewed by NBC-CT about why faculty are opposed to the consolidation moves.

Here is some other news coverage from the hearing:

- Legislators Pepper Ojakian With Questions About Community College Consolidation Plan (Hartford Courant)
- Lawmakers question college consolidation plan (Connecticut Post)
- Proposal to consolidate state's community colleges (Fox 61)

On April 24, 2018, an astounding decision came down from NEASC. The accrediting body informed Ojakian that the proposed substantive change for accreditation would not fly. Rather, NEASC said that the “Community College of Connecticut” would be a new institution and would need to “go through established […] processes to become a candidate for accreditation” and then, to apply for accreditation.

Since April 2017, when the consolidation plan was first announced, CSU-AAUP members had been involved in working groups where it unclear that the views and ideas of faculty were being heard in a way that can be considered true “shared governance.” CSU-AAUP also worked over the entire year with leaders and members from the 4Cs, SUOAF, and AFT monitoring and troubleshooting the “progress” on the consolidation plan. CSU-AAUP raised doubts as to whether there was enough evidence that the consolidation could achieve the projected savings. In the meantime, the plan could wreak much havoc on students’ lives. The NEASC decision validated CSU-AAUP concerns.

CSU-AAUP response to the NEASC decision

CSU-AAUP Statement From President Elena Tapia
On The NEASC Response To Community College Consolidation
April 24, 2018

CSU-AAUP is relieved to read NEASC’s response to the Board of Regents’ consolidation plan that would have created one of the country’s largest community colleges. CSU-AAUP, along with our colleagues in the 4Cs and SUOAF, have maintained that this massive consolidation was ill-researched and underestimated in scope.

For months, CSU-AAUP has advocated for a more measured, thoughtful and researched-based approach to find creative solutions. Indeed, our students would be best served by a process involving genuine
shared governance and consultation with the people who have on-the-ground experience and first-hand knowledge of colleges and universities – the faculty, staff, and students.

Rather than talk of closures and consolidations, it would behoove the Board of Regents to find the political will to push for greater investment in public higher education. Rather than orchestrating more cuts, the Board of Regents should work to create a plan that truly utilizes the skills, insights and knowledge of the faculty, staff, and students – who make up the heart and soul of Connecticut public higher education – in a way that allows the diversity and scope of all campuses to thrive.

NEASC’s response validates the concerns that CSU-AAUP has had since this plan was revealed just over a year ago: that students, rather than being first, would risk coming in dead last.

**Guided Pathways**

The Board of Regents’ established what they call “guided pathways” as a way to help more students complete their course of studies, transfer credits, and ultimately attain jobs. According to the BOR, guided pathways touch on every aspect of the student experience and its implementation requires broad institutional and system change. Guided pathways is a central part of the BOR consolidation and is led by the CSCU Student Success Center. In 2018, the BOR hired an interim assistant director to the SSC, which is overseen by an executive director. The BOR also enlisted four managers from four of the system’s 12 community colleges to help the guided pathways process. These managers also serve on the newly formed Academic and Student Affairs Consolidation Committee. Their efforts are to work on three areas of guided pathways, including choice architecture, support architecture, and recruitment architecture.

**It’s All About The Money**

In September, an austerity budget was passed in both chambers of the state legislature that sparked protests from CSU-AAUP members and the following letter from President Ojakian:

“Early Saturday morning the Connecticut General Assembly passed a budget that intends to cut approximately $93M from the CSCU system over the next two years. Funding for developmental education is completely eliminated, while the Roberta Willis scholarship fund is phased out. In and of themselves these cuts would devastate our system, however, this comes after 3 years of budget reductions and rescissions have left us operating with $66M less than in 2015. The combination of these proposed cuts and the elimination of state financial aid would make our institutions more costly and less accessible to the 85,000 students we serve, particularly those who are funding their own education, are first generation, and underrepresented students of color.
“This amounts to an unprecedented denial of access and support to public higher education students in Connecticut. The impact to developmental education would deny students the opportunity to address deficiencies in their basic math and English skills necessary for college success. While the phasing out of the Roberta Willis scholarship fund would deny access to higher education for almost 15,000 of the state’s neediest students. This budget would force severe cutbacks and elimination of essential services such as academic advising, counseling, physical and mental health referrals. All are among the most important services in helping keep our students enrolled and completing their degrees on time.

“Our system has been proactively pursuing structural changes in order to remain sustainable so we can continue to provide our students with the high quality education they deserve. We have always been willing to do our part to be responsible stewards of the hard earned investment of our students, their families and the state’s taxpayers.

“Our institutions rely on two primary sources of funding; state support and student tuition. The reality we are facing is one of extremely limited options. We would be forced to consider passing on the financial burden to our students through increased tuition and fees. This would have a chilling effect and put higher education out of the reach of even more Connecticut students.

“Finally, the cumulative impact of all of these proposed reductions would be a state that is less prepared to meet the workforce needs of tomorrow. Over 95 percent of our students are from Connecticut and stay here after they graduate. At a time when Connecticut's major employers are increasing their demand for a highly skilled workforce, we must continue to educate students interested in manufacturing, healthcare and information technology. With increasing competition among states to lure companies away, how will Connecticut convince employers to stay and grow, or move here if we cannot produce the workforce they will need in the future?

“As you may have heard, the Governor intends to veto this budget. However, we do not know what the outcome of this budget process will be and there is too much at stake not to take action. That is why I am asking all of you to help me advocate to our state legislators. All of us need to do our part to contact our state legislators and tell them how damaging these cuts would be for our system. Most of all I urge our students to reach out. Students and the families that support them are not numbers on a budget line item. They are residents and taxpayers of our state working extremely hard to pursue higher education.”

**BOR Responds To DACA Cancellation**

In September, 2017, the Trump administration cancelled the Deferred Action for Childhood Arrivals (DACA) program, which the BOR stated will have a devastating impact on some of Connecticut’s best students.

In a statement, President Ojakian wrote:

“There are some 800,000 young men and women protected by DACA nationwide, many of them here in Connecticut. These DACA students were brought as children to the United States and for many of them, Connecticut is the only place they’ve called home. We are extremely proud of our students — they are
doing everything we expect them to do as engaged young people pursuing their dreams of higher education. Many have double majors, a 3.5 GPA or better and all are working hard despite the day-to-day fear of knowing their families may be deported at any moment.

“The fundamental responsibility of a public education institution is to foster learning, innovation, and strong communities to any student willing to put in the work to learn and achieve. We have and will continue to fight for DACA students in our CSCU community. That is why we advocated fervently to our legislators in favor of allowing our DREAMERS access to their own institutional aid, and one of our universities was selected to host DACA students from states where they could not attend higher education institutions.

“We stand with Connecticut’s DACA students and those across this country and urge Congress to finally take action to protect these young Americans.”

CSCU opens doors to Puerto Rican students after Hurricane Maria devastates island

In response to Hurricane Maria in September, which ravaged the island of Puerto Rico and the U.S. Virgin Islands, CSCU opened its doors to students from those islands who were affected by the devastating Category 5 storm. The students, whose universities were facing long-term closure as they began to rebuild from the hurricane, were allowed to enroll in any of the Connecticut State Universities or the Community Colleges for in-state tuition until their schools were able to become operational. The displaced students were also afforded extra support here as they adjusted to their new surroundings.
National AAUP

AAUP 2017 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 103rd Annual Meeting and Conference on the State of Higher Education June 14-18. The meeting included panel presentations, plenary speakers, lobbying, and the annual business meetings of the AAUP. The 2017 conference focused on the rights and freedoms of students.

Friday’s plenary speaker was Ibram X. Kendi, assistant professor of African American history at the University of Florida and winner of the 2016 National Book Award for Nonfiction for Stamped from the Beginning: A Definitive History of Racist Ideas in America. During Saturday’s plenary, AAUP recognized special honoree Professor Harry Keyishian for his courage, integrity, and unyielding commitment to academic freedom in commemoration of the 50th anniversary of the 1967 US Supreme Court case Keyishian v. Board of Regents. In this landmark case, the Court ruled against New York’s loyalty oath for public employees and established academic freedom as a "special concern" of the First Amendment.

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 speak out against proposed cuts to the National Endowment for the Humanities, National Endowment for the Arts, National Institutes of Health and Science. Faculty related the importance of increased access and affordability for students and asked them to support bills that would make public higher education free. Finally, faculty educated the congressional staffers on NCLB, RTTT, ESSA, Prior Learning Assessments and Competency-Based Education experiments, as well as the privatization of public education. CSU-AAUP members spoke truth to power.

During the Annual Meeting, CSU-AAUP President Elena Tapia introduced two resolutions honoring long-time CSU-AAUP staff Caryl Schiff-Greatorex and Steve Greatorex at the AAUP National Meeting in Washington, D.C. in June. As a way to honor their work, the resolutions were unanimously adopted and met with thunderous applause by all present.

Steve and Cary had been with CSU-AAUP for 41 years and saw the organization from its inception to where it is today – a leading advocate for quality public higher education and academic freedom. The couple were often consulted by national AAUP for their expertise on organizing campuses across the country. With their hard work, the CSU-AAUP chapter and contract has been used as a leading example of a thriving higher education union model. Steve and Cary retired Aug. 31, 2017.
Resolution Honoring Caryl Schiff-Greatorex for Her Forty-One Years of Service to AAUP

Whereas Caryl Schiff-Greatorex, CSU-AAUP Director of Member Services, has served CSU-AAUP, National AAUP, and the National AAUP Field Staff Organization for forty-one years and is soon to retire;

Whereas Caryl has served CSU-AAUP since 1976, when the Connecticut General Assembly passed Public Act 75-566, which allowed state employees to bargain collectively for their wages, hours and working conditions, signaling a very long period in which she gained and shared keen knowledge of the labor movement, the bargaining process and contract matters important to our members;

Whereas Caryl has provided thousands of hours of contract administration and grievance training education to newly elected CCSU-AAUP and CSU-AAUP officers over the years;

Whereas Caryl has made innumerable contributions to labor, to collective bargaining and specifically to Connecticut State University-AAUP and its 3,100 members;

Whereas Caryl Schiff-Greatorex and Steve Greatorex were among the initial founders and are the longest serving members of the National AAUP Field Staff Organization. Both were involved in developing a Field Staff Handbook, salary study and other materials, still used today; and both were instrumental in assuring there were resources and training for the field staff serving on campuses across the country;

Whereas Caryl has been -- through it all -- amazingly good spirited, quick thinking, and resilient;

Be it resolved, that the American Association of University Professors, on behalf of its members,

1) expresses its deep appreciation and gratitude for her many contributions and boundless dedication; and

2) wishes her well in all the years to come, and with her new endeavors in which she will be equally successful and valued.

Mover: Elena Tapia, CSU-AAUP President

AAUP Annual Conference on the State of Higher Education

June 17, 2017
Resolution Honoring Stephen Greatorex for His Forty-One Years of Service to AAUP

Whereas Stephen Greatorex, CSU-AAUP Business Manager, has served CSU-AAUP, National AAUP, and the National AAUP Field Staff Organization for forty-one years and is soon to retire;

Whereas Steve has served CSU-AAUP since 1976, when the Connecticut General Assembly passed Public Act 75-566, which allowed state employees to bargain collectively. At that time Steve, a recent graduate of Central Connecticut State University, worked tirelessly with his Prof. Dave Newton to organize CSU faculty and to inevitably win a contested election to be the exclusive bargaining agent for the faculty, which includes coaches, counselors and librarians;

Whereas Steve, over the many years, has worked closely with the other state employee unions to enhance and expand healthcare and retirement benefits, which are negotiated separately by the State Employees Bargaining Agent Coalition (SEBAC), where Steve is a highly respected and valued contributor, reflecting integrity on CSU-AAUP;

Whereas Steve Greatorex and Caryl Schiff-Greatorex were among the initial founders and are the longest serving members of the National AAUP Field Staff Organization. Both were involved in developing a Field Staff Handbook, salary study and other materials, still used today; and both were instrumental in assuring there were resources and training for the field staff serving on campuses across the country;

Whereas Steve, through his knowledge as Business Manager, but not necessarily as a function of that position, has generously shared his time and acumen in being Treasurer for SEBAC, Deputy Treasurer for the CSU-AAUP Political Action Committee, and for the National AAUP Field Staff Organization;

Whereas Steve, through the many years, has demonstrated a superhuman ability to faithfully attend very long meetings, to patiently explain the intricacies of dues, fees, salary formulas, healthcare, and retirement options and more, and all with kindness and professionalism;

Be it resolved, that the American Association of University Professors, on behalf of its members,

1) expresses its deep appreciation and gratitude for his many contributions and boundless dedication; and

2) wishes him well in all the years to come, and with his new endeavors in which he will be equally successful and valued.

Mover: Elena Tapia, CSU-AAUP President

AAUP Annual Conference on the State of Higher Education

June 17, 2017
The 103rd Annual Meeting of the AAUP passed two other resolutions that were proposed from the floor and concerned matters that arose subsequent to the May 1 deadline for submitting resolutions.

**Resolution on the University of Puerto Rico**

The AAUP strongly opposes the disproportionate cuts on the University of Puerto Rico by PROMESA.

**Resolution on the Higher Education Funding Crisis in Illinois**

The 103rd Annual Meeting of the American Association of University Professors expresses its deep concern about the enormous state budget problems that have devastated higher education in Illinois. For three years, Illinois has failed to pass a budget. Although Illinois's political failures have harmed many individuals and institutions in the state, colleges and universities have suffered some of the biggest blows, affecting students, faculty, and staff at all levels.

Private and public colleges are imperiled by the loss of student financial aid grants, and these unprecedented budget cuts. General Fund appropriations for higher education fell from $1.95 billion in fiscal year (FY) 2015 to $755 million in FY 2016 and $843 million in FY 2017. Even without adjusting for inflation, Illinois is spending less today on higher education than it did in 2000, and per-student higher education funding has been cut by 54 percent since 2008. Colleges around Illinois have raised tuition, cut staff jobs and faculty positions, and imposed furloughs and temporary shutdowns. Students are fleeing Illinois, and faculty and staff are losing their jobs because of a political dispute.

The budget impasse began with Governor Bruce Rauner, who demanded approval of his "Turnaround Agenda" that included denying workers the right to choose a union. Although there are other politicians to blame in Illinois, the problem started with Governor Rauner, and he should have ended the damage to higher education long ago.

We call upon Governor Rauner and the Illinois General Assembly to end this political stalemate and do what is best for the students, faculty, staff, and people of Illinois by passing a budget to immediately restore full higher education funding.

**2017 AAUP Summer Institute**

The University of Cincinnati in Cincinnati, Ohio, was the host of the 2017 AAUP/AAUP-CBC Summer Institute. More than 200 higher education professionals and staff gathered from around the country July 27 to 30 for a series of hands-on workshops, panel discussions and special programs. CSU-AAUP sent 11 members and staff from three of the four CSU campuses to the 2017 Summer Institute. Attendees included: Jared Ragusett, Paramita Dhar, Robert Wolff, Kathy Hermes, Louise Williams, and John O’Connor from CCSU; Julian Madison and Doris Marino from SCSU; Luis Cordon and Joanne Cordon from ECSU. CSU-AAUP Communications Associate Liz Newberg also attended.

Members engaged in a variety of interactive, hands-on workshops such as digital organizing, community building, non-violent direct action, principles of shared governance, and in-depth grievance workshops.
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 2017 AAUP Summer Institute.

AAUP’s 2017-2018 Report on the Economic Status of the Profession

As several studies published during the past year have confirmed, higher education provides health and economic benefits that are vital to American society. These benefits, however, are threatened by ongoing political and financial attacks on higher education. Now, more than ever, faculty members and others who care about higher education must join together to resist these attacks.

In 2017–18, average salaries for full-time continuing faculty members increased by 3.0 percent over the previous academic year, or by 1.1 percent after adjusting for inflation. Presidents of institutions participating in the AAUP’s Faculty Compensation Survey are paid 4.78 times more than full-time faculty members, on average.

Accompanying this year’s report are two data snapshots that serve to situate the report’s results within the larger national discussion about retirement benefits, state funding of higher education, and early-career faculty. Drastic cuts in state appropriations have often affected faculty at public colleges and universities more than other public employees as legislators have targeted higher education budgets. And states with catastrophic decreases in support for higher education have typically faced a corresponding financial crisis caused by the underfunding of public pensions. The coming retirement crisis for employees under forty is worsened for early-career faculty because of their late entry into the workforce relative to other employees.

This year’s report explores some of the benefits full-time faculty receive. Many of the broader societal trends affecting retirement and health benefits hit faculty especially hard. What appear to be very generous retirement benefits for some faculty become much less generous when the mobility required for early-career faculty is considered. Some public institutions seem to offer better retirement benefits than private institutions but are not paying into Social Security for their employees. The continually increasing costs of health care have also affected faculty—while premiums for employer-covered health-care plans rose by 3 percent nationally in 2017, the average increase in employer contributions at reporting institutions was below that (and was negative at private religiously affiliated institutions). The data gathered by the AAUP can help explore such nuances in a complicated compensation landscape.

Download the report as a PDF.
February 2018 Message from AAUP on Oral Arguments on Janus vs. AFSCME Heard in the Supreme Court of the United States

On February 26, the Supreme Court heard oral arguments in *Janus v. AFSCME*, a serious attack by wealthy, anti-union organizations on the voice of working people and our ability to negotiate collectively.

People from around the country rallied at the Supreme Court to speak truth to power and to let the world know that, regardless of the outcome of the *Janus* case, we will continue to organize and fight for the public good and our rights.

This followed a large national action over the weekend. Thousands participated in the Working People’s Day of Action, calling attention to our rigged economy and the need to defend our rights at work and marking the fifty-year anniversary of protests by Memphis sanitation workers and Dr. Martin Luther King Jr. against discrimination, low pay, and inhumane conditions that led to worker deaths on the job.

Overall, oral argument went largely as expected. Many of the justices sharply questioned the attorneys. Justices Sotomayor, Breyer, Ginsburg, and Kagan generally asked questions and advanced arguments that were supportive of the constitutionality of fair-share fees, pointing to their benefits and to the fact that unions and others had relied on the prior decisions of the Court. Justices Kennedy, Alito, and Roberts took the opposite approach, and Justice Kennedy seemed particularly hostile to unions’ arguments, asserting that the unions were compelling nonmembers to subsidize the unions’ political speech.

Because none of the justices appeared to depart from their expected position, today’s oral argument reinforced the view that the Court will rule against us and find that fair-share fees are unconstitutional.

On Thursday, March 1, AAUP held a webinar providing an overview of the oral arguments and addressing how a *Janus* decision may affect unions’ representational duties. AAUP senior counsel Aaron Nisenson and senior labor adviser Michael Mauer shared their insights.

AAUP members are sticking together as One Faculty, One Resistance to fight for our collective voice, to promote safe and challenging learning environments, and to defend the important role our universities play in advancing the public good.

Thanks for standing with us.

In unity,
Rudy Fichtenbaum, President, AAUP
Paul Davis, Chair, AAUP-CBC
Free Speech On Campus

In response to the increasing targeted harassment of faculty across the country, AAUP released their One Faculty, One Resistance campaign in 2017 as a way for faculty to come together to resist the rising tide of anti-intellectualism that is threatening our democracy.

The One Faculty, One Resistance website offers a toolkit for faculty that empowers them to push back against threats to free speech and harassment on campus.

Recent “free-speech legislation” being introduced in state legislatures is drafted from model bills produced by the right-wing think tank the Goldwater Institute. Goldwater-inspired legislation allows individuals to sue an institution if they feel their free-speech rights have been impinged upon on campus, and calls for strict disciplinary penalties, such as expulsion or suspension for up to one year for students who are found to have interfered with free expression. While ostensibly meant to protect speech, this approach creates a litigious atmosphere that could cause administrations to become overly cautious, suppressing dissenting voices out of fear of being sued. And the harsh penalties would have serious repercussions for students, in some cases making punishments for interrupting a speaker more severe than those for more serious offences.

The AAUP, along with other academic groups, has long held that academic administration should be in the hands of academics. Where there are legitimate threats to free speech on campus, they are best addressed by campus administration and faculty—not through the imposition of statewide legislative measures.

Threats to free speech on campus have received outsized media attention in relation to issues with more widespread incidence and deleterious effects, such as diminished public funding of higher education, the adjunctification of the faculty, and a student debt crisis. One thing is clear: bills purporting to protect free speech on campus have become a popular method for legislatures to interfere with and undermine the institutional autonomy of public colleges and universities.

To keep up with CSU-AAUP 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.
CSU-AAUP Academic Year 2017-2018
Annual Report