

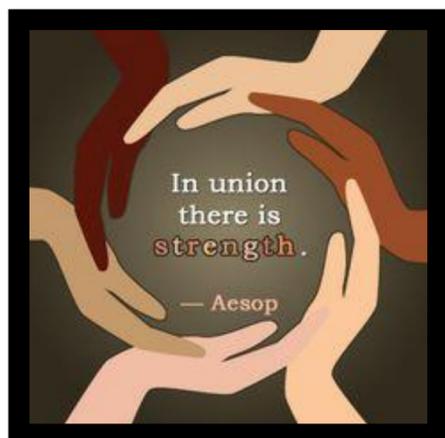
Unions Join in Opposition To Consolidation:

The higher education faculty and professional unions within Connecticut State Colleges and Universities (CSCU) released a joint statement December 12, 2019, opposing the Board of Regents’ proposal to consolidate the 12 independently accredited community colleges.

The statement issued by The Congress of Connecticut Community Colleges (the 4Cs), the Federation of Technical College Teachers (FTCT 1942 (AFT)), the Connecticut State University chapter of the American Association of University Professors (CSU-AAUP), the American Federation of State, County and Municipal Employees (AFSCME) Local 2480 Administrators, and the State University Organization of Administrative Faculty (SUOAF-AFSCME Local 2836) states that the consolidation plan “will not realize the projected savings, will be disruptive for students, will have negative consequences on critical student outcomes, and will erode the value of the community colleges for students and for the state of Connecticut for years to come.”

Patty O’Neill, President of CSU-AAUP, stated, “While the community college consolidation does not affect the universities directly, our members also are opposed to this plan. Many of our students who graduate from our universities have earned at least some of their credits at a community college. We have a responsibility to speak up for those students and for the institutions that serve some of the most economically challenged young people and adults in the state.”

To read the full Statement of Unity, [click here](#).



FAC Issues Report To BOR:

The Faculty Advisory Committee to the Board of Regents delivered their twice-yearly report to the BOR at the Dec. 19, 2019, BOR meeting. The report included a list of 11 questions for the BOR pertaining to ongoing consolidation efforts.

According to CSU-AAUP member and former FAC chair Stephen Adair, the fact that the BOR is going full steam ahead on consolidation and yet these 11 questions remain unanswered should be an embarrassment for the BOR.

Presidents and members from the higher education unions at the states 12 community colleges and four state universities attended the meeting in a strong show of support for the FAC and its latest report.

To read the FAC Report, [click here](#).

To watch a recording of the Dec. 19, 2019, BOR meeting, [click here](#).

To read a CT Mirror report on the meeting and faculty opposition, [click here](#).



Above, CSU-AAUP member Dr. William Lugo presents the FAC report to the BOR.



Above, leaders and members from higher education unions CSU-AAUP, the 4Cs, and AFT pause for a group photo after attending the Dec. 19, 2019, Board of Regents meeting in Hartford.

Changes To Retiree Healthcare, Pension Explained:

Some changes to retiree pension and healthcare are coming in 2022. Members who may be considering retirement can find a helpful chart explaining these changes on the CSU-AAUP website. The chart lays out in greater detail the specific changes that will occur. [Click here to access this chart](#). For future reference, the chart is located on the CSU-AAUP website under the Membership tab and within the [Healthcare/Retirement section](#).

Also available to members is a [longer form explanation](#) of the coming changes. This explanation was developed and approved by SEBAC leaders and SEBAC Chief Negotiator Danny Livingston and is available on the CSU-AAUP website under [News and Information](#).

WCSU-AAUP Hosts Legislators:

In November, WCSU-AAUP hosted a meet and greet with area legislators.

CT State Senator [Julie Kushner](#) and State Representative [David Arconti](#) joined WCSU-AAUP leaders and members for nearly two hours to share their ideas and concerns about the future of quality public higher education in Connecticut and how to best support the students they serve.

This meeting was part of a state-wide CSU-AAUP effort to continue building positive relationships with legislative leaders and supporters of public higher education in Connecticut.

ECSU-AAUP’s legislator meet and greet was cancelled due to a snowstorm but has been rescheduled for after the New Year, as is SCSU-AAUP’s event.



Above, front row from left: WCSU-AAUP members Tricia Stewart and Forest Robertson; State Sen. Julie Kushner; State Rep. David Arconti; WCSU-AAUP member Rotua Lumbantobing. Back row, from left: WCSU-AAUP President Katy Wilss; WCSU-AAUP members Manoj Misra, Jay Brower, and Russ Gladstone.

Part-Time Faculty Membership Increases:

Union membership numbers for part-time faculty continue to increase as CSU-AAUP chapter leaders build connections with our valuable part-timers.

In the last contract negotiations, part-time faculty saw important gains such as secure office space, access to voice mail, and involvement in department meetings.

Committed to building on those gains for adjuncts in the next round of negotiations, CSU-AAUP leaders have developed and issued a survey specific to our part-time colleagues that will help inform future contract negotiations. The survey was sent in early December to part-time colleagues teaching fall semester and will be sent out to all spring semester part-time faculty as well.

With close to 56 percent of CSU faculty being part-time, it is essential that working conditions for adjuncts are supported. As both part-time and full-time faculty are aware, “faculty working conditions are student learning conditions.”



News From National AAUP:

AAUP Supports Claims Of Gender-Based Pay Disparity

The AAUP filed an amicus brief in the Ninth Circuit Court of Appeals in support of Jennifer Freyd, who sued the University of Oregon for pay discrimination based on significant pay disparities with male faculty members. A district court had dismissed her suit based on findings that she and her male colleagues did not perform freedom” of faculty. The AAUP’s brief disputes this, writing, “academic freedom is a condition of employment that all faculty hold in common to enhance their ability to engage in teaching, research, and service. It is not a weapon to be wielded as a justification for gender-based inequalities.”

According to Jaya Raghu, Director of Workplace Equality and Senior Council at the National Women’s Law Center, the gender wage gap is perpetuated by pay secrecy, lack of criteria for salary setting, and use of prior salary to determine starting salary at a new position

“This is how disparities can build over time,” Raghu said in her keynote address at the Overcoming Gender Pay Inequity Forum held at CCSU in November. “If there are no standards, that allows for biases and discrimination to set in and that is how you get these wage gaps. Also, by using prior salary, pay gaps can follow women from job to job.” For more news from national AAUP, [click here](#).

CSU-AAUP wishes our members a very happy holiday season and rejuvenating winter break. See you in the spring semester!