

The Union Rag

AAUP American Association of University Professors
Eastern Connecticut State University



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Have a question about our
collective bargaining agreement?

Contact **Contract Administrator Elena Tapia**
tapiae@easternct.edu or 860-465-5078



President's Corner

Darrell Koza

As you may know from reading the previous Union Rag I will be filling in for a little bit as Eastern's AAUP President until Luis Cordón returns. I'd like to extend my best wishes to Luis and his family, his friends and colleagues here at Eastern surely wish him a speedy return.

It has been a busy spring for your Union representatives. We face very palpable difficulties in the foreseeable future. Now, more than ever, the fiscal health of our State has a direct effect on our ability to fulfill our primary role as effective educators and mentors to our students. Our students should be commended for their understanding and involvement in assisting our faculty whom are fighting to preserve their educational opportunities. Our negotiating committee members, at great personal expense, have spent endless hours in difficult contract negotiations and also deserve our gratitude. While students and faculty are united in desperately trying to preserve quality education at the CSU's we can only hope our Board of Rea-

gents also values the students, faculty, and staff as integral to our mission. We should be considerate and supportive of our junior colleagues and adjuncts whom are used as pawns in whispers of layoffs.

The goal of the AAUP is to negotiate a contract that is fair for everyone and there have been some tangible, yet tentative, accomplishments. During this critical time for our University it is more important than ever to keep up to date by reading both the Union Rag and Table Talk. Consider becoming involved in opportunities to inform our Legislature and other decision makers the value of the CSU's in the Connecticut economy.

With the spring semester coming to a close I want to wish all our faculty and staff a restful summer.



End-of-Year Gathering

The chapter End-of-Year Gathering is scheduled for Tuesday, May 3 from 4:30 – 6:30 at 750 Main Street in downtown Willimantic. We hope to see you there!

Don't forget to vote in our chapter elections!



ECSU-AAUP Chapter Recognition Award

Congratulations to *Dr. Elena Tapia*, who won this year’s Chapter Recognition Award. Please join us as we honor her at the End-of-Year Gathering on May 3.

Elena’s long and distinguished history of service to the chapter exceeds all the criteria for this award:

• Outstanding service to the ECSU-AAUP Chapter

Elena has served the AAUP for many years, becoming a Council member in 2000, chapter Vice-President in 2006, and chapter President in 2008. She is our current grievance officer and contract administrator.

• Shared governance efforts and/or successes

Not only has Elena served as our chapter’s grievance officer and contract administrator, defending numerous members from unfair discipline, she has also been a leader in this year’s contract negotiation process.

• Exceptional dedication to protecting and promoting values, rights and freedoms of university AAUP members and students

Elena has offered her assistance at campus events, meetings, rallies, and demonstrations to promote chapter goals. She has also routinely provided workshops for faculty on renewal, promotion, and tenure, ensuring that they have the information they need to be successful.

• Service above and beyond expectations in providing representation of faculty members through collective bargaining and grievance procedures

During the medical leave of CSU-AAUP President Vijay Nair, Elena has been serving as Chief Negotiator, ensuring that the demands of our faculty are being considered at the negotiating table.

With this distinguished service to the chapter, Elena more than fulfills the requirements for this award. We applaud her and thank her for her dedicated service.



A Report on NCSCBHEP 2016

David Stoloff

The 43rd Annual Conference of National Center for the Study of Collective Bargaining in Higher Education and the Professions:

Our Future is Now in Higher Education

Hunter College/The Graduate Center of the City University of New York

April 3 – 5, 2016

Theresa Bouley, Liz Cowles, Kris Jacobi, and David Stoloff attended this national conference with other members of the Connecticut State University AAUP and faculty members, administrators, and union leaders from throughout the nation. On Sunday, April 3, the conference, located across the street from the Empire State Building in New York City, included presentations on the current state of the faculty role in university governance, the value of collective bargaining on salary and benefits in public universities – summarized in Schmidt (2016) below.

On Monday, we learned of the unstable political situation of right to work laws in more than half of the states and agency fees supporting collective bargaining. After the recent 4-4 decision by the Supreme Court over *Friedrichs v. California Teachers Association*, the Court



issued a nine word decision, “The judgment is affirmed by an equally divided Court.” Participants at the plenary session felt that a bullet was dodged at least temporarily.

Concurrent sessions included communication skills for the bargaining table, labor standards for professional staff at universities, updates on the Affordable Care Act, Title IX and Academic Freedom, LGBT and gender discrimination in higher education, and copyright or copyleft over technology in contracts and curriculum. One panel discussion focused on job security for contingent faculty; the panelists agreed that peer-evaluations were far more important than student evaluations.

On Tuesday, April 5, there were concurrent sessions on discrimination and harassment issues in higher education and microaggressions and implicit bias on campus – more information on these sessions may be found at *Tenure She Wrote* and *Diamond* (2016).

For more information on the workshops, you may contact one of the four faculty listed above. Our Eastern-AAUP chapter usually sends four participants to this conference every April. Please consider joining the group next year.

References:

Diamond, Barbara (2016). *Implicit Bias: Our Hidden Prejudices*. Retrieved from <http://diamondlaw.org/>

Farlex, Inc (2003-2016). Copyright. Retrieved from <http://legal-dictionary.thefreedictionary.com/copyleft>

Schmidt, Peter (April 03, 2016). *Unionizing Pays Big Dividend for Professors at Regional Public Universities*. Retrieved from <http://chronicle.com/article/Unionizing-Pays-Big-Dividend/235957>

Tenure She Wrote (September 21, 2015). *Title IX- A STEP BY STEP GUIDE*. Retrieved from <https://tenureshewrote.wordpress.com/2015/09/21/title-ix-a-step-by-step-guide/>



Upcoming Conferences

There are two upcoming conferences that members may be interested in attending. If you are interested or planning to attend, please contact a chapter officer.

AAUP/AAUP-CBC Summer Institute

Portland State University

July 21-24, 2016

<http://www.aaup.org/event/2016-aaupaaup-cbc-summer-institute>

This conference is an excellent opportunity to meet with other AAUP members from around the country (and our own state!) and learn about such diverse topics as how to retrieve financial and demographic information about your university to academic freedom and uses and abuses of Title IX legislation. Your devoted *Rag* editor has attended three (all before becoming an officer!) and highly recommends them.

Coalition of Contingent Academic Labor (COCAL)

University of Alberta (Edmonton)

August 5-7, 2016

<http://www.cupe3911.com/#!2016-cocal-conference-jum2u>

This conference is for part-time faculty members from across North America. With plenary talks ranging from job security to well-being and mental health, this conference covers many issues that part-time faculty face due to their contingent status and motivates them to become activists and organize.



Want to write for the *Union Rag*?

Email [Lyndsey Lanagan-Leitzel](mailto:Lyndsey.Lanagan-Leitzel@psu.edu)

(Editor)



Part-Time Faculty Spotlight Spotlight

In a first, the *Rag* is honoring two of our university's many excellent part-time faculty members. We hope to make this a permanent feature of the *Rag*, so if you know a part-time faculty member who goes above and beyond their duties, share their story with us!

Peter Cavanagh *Psychology*

Peter Cavanagh is a part-time instructor in the Psychology Department. He has routinely taught our department's course on Intellectual and Developmental Disabilities since Fall 1980. This course not only teaches students about developmental disabilities but provides them the opportunity to form relationships with people living in our community who have disabilities. Students really enjoy this class and the hands-on experience that it provides. Peter worked for the Department of Developmental Services and currently works for United Cerebral Palsy of

Greater Hartford as a coordinator for UCP Camp Harkness, a camp in Waterford which is fully accessible to people with disabilities. Each summer, Peter employs ECSU students to work at Camp Harkness where they are provided with forty hours of intensive training and a rewarding work experience. He has also worked with students in the Best Buddies club and won a Service Learning award at the Eastern Service Expo in 2012.

Jane Pasini *Biology*

Jane Pasini is a part-time instructor in the Biology Department. Since joining us eight years ago, Jane has taught lecture and laboratory courses in Human Biology for nonscience majors, as part of the LAC. Even though part-time faculty are not required to maintain formal office hours, Jane spends a significant amount of time on campus to work on course materials and be available to help students. She is a respected advisor for students with diverse needs. It is apparent that students appreciate her skills and efforts because Jane receives very positive scores on her teaching evaluations. Her classes rave about her great sense of humor and her ability to tie human biology with relevant, timely topics. Jane and her husband Frank live in Tolland with their son and daughter.

ECSU-AAUP

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