

The Union Rag

AAUP American Association of University Professors
Eastern Connecticut State University



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Inside this issue...

- [Office Manager](#)
- [Liaison Network – We Need You!](#)
- [AAUP Annual Meeting](#)
- [AAUP-CBC Summer Institute](#)
- [Coalition of Contingent Academic Labor \(COCAL\)](#)
- [Welcome New Faculty](#)
- [New Faculty Spotlight](#)

Have a question about our
collective bargaining agreement?
Contact **Contract Administrator Elena Tapia**
tapiae@easternct.edu or 860-465-5078

Office Manager

Our office manager, Laurel Albair, retired at the end of last year. We are still searching for her replacement, so please contact chapter secretary Lyndsey Lanagan-Leitzel (lanaganleitzell@easternct.edu) or president Luis Cordon (cordonl@easternct.edu) with your questions or concerns rather than calling the chapter office.



Liaison Network – We Need You!

The “union” isn’t just the officers – it’s *all* of us working together. A liaison network serves as a conduit for communication between the officers and the membership. We are looking for individuals willing to serve in this capacity. The goal is to ensure that there is one local point of contact for each academic department as well as for the librarians, counselors, coaches, and athletic trainers. Liaisons would allow us to get information out to the membership quickly, and also keep us better informed about the issues and concerns of our membership throughout the university. If you would be interested in becoming a liaison, please email Lyndsey Lanagan-Leitzel (lanaganleitzell@easternct.edu) for more information.



AAUP Annual Meeting June 15 – 19, Washington, DC

David Stoloff, Education

I attended the 2016 AAUP Annual Meeting in my role as Vice-President of the Executive Committee of the Connecticut State Conference of the AAUP. The Connecticut State Conference includes all of the members of AAUP in Connecticut. Its council has representatives from the CSU campuses, UCONN’s Storrs campus and the Health Center, University of Hartford, Fairfield University, University of New Haven, Middlesex Community College, both full-time and part-time faculty members, and retired faculty members. The conference is best known for its May dinner meeting at the Graduate Center at Yale, which includes an inspirational speaker and exchanges between AAUP chapters throughout the state.

The state conference organizes a congressional lobby day on the Thursday of the annual meeting. The Connecticut delegation divided up into two groups this year to meet with our senators and congress-people. Our talking points included the importance of reauthorization of the Higher Education Act; Access, Affordability



and Diversity; Quality, Accountability and Student Services; and Teacher Preparation. I had the opportunity to meet with Congressperson Joe Courtney and to thank him for his support of Eastern. The lobbying ended with a reception in a Congressional committee room.

Thursday evening included the AAUP-Collective Bargaining Conference reception and dinner, featuring a presentation by Risa L. Lieberwitz, AAUP general counsel on "Surveying the Legal Landscape for Organizing and Collective Bargaining in Higher Education" and the Collective Bargaining Conference regular meeting.

On Friday, I attended sessions on "Courageous Conversations: Teaching Race, Class, Gender, and Social Justice", "The History, Uses, and Abuses of Title IX", "The Social Injustice of Microaggressions: Academia as a Hostile Workplace", "Rough Rides for Freddie Gray and Maryland HBCUs: Coppin State University's Experience", and "The Future of Shared Governance: What Exactly Happened at the University of Wisconsin?". The lunch plenary session featured a presentation on "Race and Racism in the College Classroom" by Shaun Harper, professor and executive director, Center for the Study of Race and Equity in Education, University of Pennsylvania. The day concluded for me with my participation in the Association of State Conference business meeting.

Saturday featured the AAUP Annual Meeting Plenary Sessions and discussions on motions for imposing or removing censure from university administrations that have violated academic freedom and faculty rights. The state conference supported my participation in the Awards luncheon and the evening plenary session, which included a presentation by William P. Jones, professor of history, University of Wisconsin-Madison on "Public Servants and the Public Good".

Take-aways from this year's AAUP annual meeting: much of higher education and society are in turmoil during these uncertain times, our congressional leaders are waiting for the elections to be over before they

make any decisions, and the tensions in the streets are flowing into academia, raising questions about the future of our students, profession, and institutions.



AAUP-CBC Summer Institute

July 21 – 24, Portland, OR

Lyndsey Lanagan-Leitzel, Psychology

This past July, I attended my fourth Summer Institute. As with the other Institutes, I really enjoyed the experience. The best (and worst) experience I had was the two-part "The Art of Bargaining" session. After an initial presentation about negotiations in general, we were placed into groups and participated in a fictional but plausible negotiation for salary increases and healthcare in a hospital scenario. Our opponents were formidable and, like the lawyers they were pretending to be, seemed to think only of the bottom line. They were really good at pretending to lack empathy, which was infuriating but excellent practice for me to try different strategies to "break" them. The only thing that made this the worst experience of the Institute is that one of my team members lost it during the negotiations and abruptly left the session. This taught me, first-hand, the most valuable lesson I could have ever learned: loose cannons should never be allowed near the negotiating table, because good negotiations hinge on mutual respect.

The other sessions I attended included "Getting to the Table" (discussing the work needed prior to negotiations), "Academic Freedom in the Classroom" (discussing what academic freedom means, what is protected and what is not), and "What's the Union Going to Do About it?" (discussing how to set up a stewardship/liason network). They were also informative, although not nearly as informative as learning about bargaining. I strongly recommend the Summer Institute to fellow AAUP members. You don't have to be a chapter officer to go!



David Stoloff, Education

Thanks to the support of our chapter and the CSU-AAUP council, I attended the 2016 AAUP/AAUP-CBC Summer Institute at Portland State University in Portland, OR on July 21-24. For me, due to travel arrangements, the summer institute started with the opening reception at the Portland Museum, which featured regional hors d'oeuvres and drinks and introductions to the conference.

On Friday, I participated in a session on Non-Violent Direct Action: Direct Action and Action Planning, led by D Pei Wu, Executive Director, Portland Jobs with Justice and Jamie Trinkle, Enlace International. We role played explaining to full-time and part-time faculty members why they shouldn't cross the picket line during a faculty action. The afternoon session on Academic Freedom in the Classroom was led by Henry Reichman, California State University, East Bay, and featured discussions on current and future threats to freedom in the classroom, including attacks from governments, trigger warnings, and new teaching technologies.

This summer institute initiated an AAUP Schwag Exchange, a trading of chapter t-shirts, buttons, bags, and information. There was also a screening of *Agents of Change*, a film on campus unrest at San Francisco State University and Cornell University in the 1960s and how these actions influenced the direction of higher education and the developing careers of student leaders. On Friday evening, we enjoyed a dinner cruise on the Willamette River.

On Saturday, I attended a session on Information is Power: How to Get It, led by Bill Harbaugh, University of Oregon and Michael Mauer, AAUP Senior Labor Advisor, which overviewed tools for extracting and using financial and demographic information. In the afternoon, I attended a session on Strategies and Tools for Digital Organizing, led by Samuel Dunietz, AAUP Research and Policy Analyst and Joshua Guy Lenes, AAUP, which overviewed the uses of online platforms and so-

cial media for chapter development.

In addition to these sessions and conference events, there was much benefit in connecting with our own chapter colleagues to discuss how the learning from the institute might enhance our chapter's effectiveness. We also discussed what we learned informally from colleagues from throughout the nation about their challenges and appreciated that we are relatively fortunate in comparison.



COCAL 2016

August 5 – 7, Edmonton, Alberta

Cesar Beltran, Communication

The goal of the COCAL conference was for participants to develop concrete ideas and strategies to take back to their unions and associations, so as to "build solidarity among contingent academics who are advocating for improved work conditions and a better future for higher education." I believe that goal was met rather handily, as there were frequent and lively exchanges among the participants.

The two-day conference began with a panel discussion devoted to "Organizing and Reorganizing." Discussion focused on the need for unions and associations to work together so as to maintain the dignity of contingent academics as they seek to obtain equity in pay and treatment. "Equal pay for equal work" was a refrain frequently heard during this panel session. A second panel presentation on "Diversity, Equity, and Human Rights" included discussion of progress achieved in Canada and California, but also underlined the incredibly difficult, dangerous, and discouraging situation that exists for contingent academics in Mexico.

The second day's morning plenary was devoted to Job Security, with a panel that included U.S., Canadian, and Mexican speakers. The excellent progress attained in the California State University system contrasted sharp-



ly with the searingly painful and dangerous conditions that exist in Mexico. In the afternoon, the panel that I attended looked at mental health and disabilities, and once again described the deplorable conditions in Mexico.

The final session that I attended was dedicated to a discussion of the Higher Education Reform Agenda, and this proved to be the most educational for me. Discussion focused on the hidden nature of adjunct professorships, the wide variety of part-time teaching models and conditions, and the lack of understanding of and sympathy for contingent academic labour. My own contribution to this session (and possibly the last word) was that adjuncts simply must do a better job of educating the community about their contributions and their needs. Contingent academic labour must also learn the overriding importance of understanding mass communication and its tremendous power to effect change via public relations, marketing, social media and propaganda.

John Brodeur, World Languages and Cultures

This year's conference of COCAL XII took place in Edmonton, Alberta, Canada. There were representatives from Mexico, Canada, and a large contingent from the USA including several Connecticut adjuncts and one full time professor. The keynote speaker Pam Palmater, a Mi'kmaw lawyer and social activist, described in detail the plight of First Nation people of Canada, emphasizing their lack of economic opportunities, housing and education.

A panel of experts in their fields presented a variety of topics ranging from union strategies for organizing to improve working conditions for adjuncts to bargaining strategies to achieve realistic goals. After these presentations we were sent to mini sessions of our choice to continue discussions on these topics. A recorder took notes and published these on the COCAL website. (See <https://sites.google.com/site/cocalxii/>)



Welcome New Faculty!

The ECSU-AAUP wishes to welcome all new faculty members to Eastern:

Heather Bassett

Education

Brendan Cunningham

Economics

Matthew Gallagher

English

Stefan Kamola

History

John Kriscenski

Business Administration

Isabel

Logan

Sociology

Steve Muchiri

Economics

Samantha Pinckney

Art and Art History

Anya Sokolovskaya

Performing Arts

Vijaykumar Veerappan

Biology

David Cox

Physical Sciences

Andria Fraser

Economics

Robert Greene

Art and Art History

Marcello Kilani

Political Science

Boya Li/Lora Lee

Art and Art History

Scott

Moore

History

Luna Najera

World Languages and Cultures

Nicolas

Simon

Sociology

Paul

Trubey

Sociology



Want to write for the *Union Rag*?
Email [Lyndsey Lanagan-Leitzel](mailto:Lyndsey.Lanagan-Leitzel@ecs.edu)
(Editor)



New Faculty

Spotlight Spotlight



**Brendan
Cunningham**
Economics

Brendan Cunningham's research focuses on the economics of media, copyright industries, and higher education. Brendan is the author / co-author of twelve peer-reviewed journal articles with over 300 citations. He has also published a number of book chapters and editorial prefaces. Brendan's scholarship has appeared in *Journal of Law and Economics*, *Journal of Human Resources*, *Environmental and Resource Economics* and *Information Economics and Policy*. He has presented his scholarship at more than 20 conferences and workshops domestically and internationally and he served on the organizing committee for the Workshop on Media Economics. Brendan earned his doctorate in Economics from Columbia University and his bachelor's degree in Economics (honors) and History from Oberlin College. He is a member of Phi Beta Kappa.

In his previous position as a Professor of Economics at the United States Naval Academy he served as his department's Chair, Faculty Senator, and Co-Chair of a re-accrediting committee. As a Visiting Scholar at the Federal Trade Commission he contributed to case work and reports on consumer protection issues. He has received research funding from the Center for the Analysis of Property Rights and Innovation, University of Texas - Dallas, as well as funding for telecommunications research from Michigan State University. Brendan has two daughters and in his spare time he enjoys reading, movies, dining out, and flying his quadcopter.



Nicolas Simon
Sociology

My research interests include sociology of higher education, social inequality, and intersectionality with a specific focus on First-Generation College Students. My dissertation discusses how First-Generation College Students at ECSU use their social capital to navigate their experience in higher education. I plan to use the findings of my dissertation to help me support my students at ECSU.

My pedagogy emphasizes a student-centered approach to learning by incorporating the strategies of asset-based learning and encouraging students to use sociology to analyze their own lives. I am also invested in promoting service learning by working closely with the Center for Community Engagement to encourage ECSU students to volunteer in their local communities. My intention is to promote civic engagement and help students to be active and engaged citizens.

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ECSU-AAUP

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President: Luis Cordón (Psychology)

Vice-President: Darrell Koza
(Physical Sciences)

Secretary: Lyndsey Lanagan-Leitzel
(Psychology)

Treasurer: Catherine Carlson (EES)

Past President

Kris Jacobi (Library) – on sabbatical

The *Union Rag* Editor

Lyndsey Lanagan-Leitzel (Psychology)

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Edmond Chibeau (Communication)

Liz Cowles (Biology)

Niti Pandey (Business Administration)

David Stoloff (Education) (alternate)

Contract Administrator & Grievance Officer

Elena Tapia (English)

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