

# **State Report: Alignment of Postsecondary Education and Employment — Page 3**

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## Dates to Remember

(Contract dates may be superseded by Senate guidelines)

- 10/20:** DEC submits evaluations and appropriate recommendations to the Dean for 1st year renewal candidates (Jan. hires); 2nd year or later renewal candidates (Jan hires), penultimate year tenure candidates (Aug. hires) and all promotion candidates submit relevant materials for consideration to the DEC
- 10/23:** Dean submits recommendations for first year renewal candidates (Jan. hires)
- 10/28 & 10/29: Campus Equity Week Activities (see page 5 for details)**
- 10/30:** Professional assessment candidates submit relevant materials for consideration to DEC; DEC submits evaluations and appropriate recommendations to the Dean for penultimate year tenure candidates (January hires); and the Provost takes required action and informs first year renewal candidates (January hires)
- 11/13:** Dean submits recommendations for penultimate year tenure candidates (January hires); DEC submits evaluations and appropriate recommendations to the Dean for second year or later renewals (Jan. hires), penultimate tenure candidates (August hires), and promotion candidates

### *Union News*

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## Liberty Mutual Insurance

During September you should have received a mailing from Liberty Mutual Insurance Company. National AAUP has teamed up with Liberty Mutual, one of the top ten insurance providers in the nation, to offer you special discounts on Liberty Mutual's already-competitive auto and home insurance rates. If you did not receive a mailing or have misplaced it, visit Liberty Mutual's Web site at <http://www.libertymutual.com/aaup> for a no-obligation quote or call (800) 524-9400 and mention client #9705.

## *Academe*

As a CSU-AAUP member, you will receive *Academe*, the bimonthly magazine that analyzes higher education issues from faculty members' perspectives. The magazine begins with an incisive round-up of news affecting professors. Feature articles examine tenure, affirmative action, part-time faculty appointments, distance education, intellectual property, and other timely academic issues. Investigative reports on violations of academic freedom and tenure are regular components. Columns cover legal trends, legislative developments, and new scholarly books.

## *Adjunct Advocate*

The *Adjunct Advocate* is a bimonthly magazine that features articles pertaining to part-time faculty. To read the magazine online at [www.adjunctnation.com](http://www.adjunctnation.com), please contact your local AAUP office for the username and password.

## State Report: Alignment of Postsecondary Education and Employment

According to the study overview performed by the Legislative Program Review and Investigations Committee, “numerous reports have identified an increasing gap in how well Connecticut prepares its workforce for the demands of current and near-future employment. The focus of the study [was] to determine whether a formal alignment mechanism exists in Connecticut to match the production of skilled graduates from the state’s higher education institutions...with the current and projected workforce needs of the state’s employers.” This study was approved in April 2009 and the results were released this month.

In assessing the current and near future workforce supply in Connecticut, the study noted that:

- Less than 5% of Connecticut’s workforce is employed in key areas for the new global economy (math, computer, architecture, and engineering).
- Connecticut awards more bachelor’s degrees than national trends but has had a decrease of 14% in awarding associate’s degrees between FY01-06.
- Over 90% of native college graduates remain in state for at least a year after graduation, but it is estimated that only 20% of those who migrated to New England to attend college stay to live and work.

In assessing the employer demand, the key findings were that:

- 74% of jobs in demand do not require any postsecondary education.
- Of those that do require postsecondary education, the demand is greatest in the fields of healthcare, computer/math/science, business/financial, management, and community/social services.

The study examined whether the supply of college graduates aligned with the demand for employees in certain fields and found that:

- There is an undersupply of college graduates in the fields of industrial engineering and special education.

- There is an oversupply of college graduates to meet the demand for licensed practical nurses, lawyers, and elementary school teachers.

In assessing how to link the postsecondary education system to employer need, the report notes that “the current state organizational structure to facilitate the coordination of postsecondary education with workforce development issues involves a myriad of agencies, boards, higher education institutions, offices, councils, and commissions. Some have overlapping responsibilities, but **there is no single entity with authority to implement across-the-board strategies, policies, or programs.**” In noting possible barriers to linking postsecondary education and employer need, this point is emphasized again: **“Connecticut’s system for public higher education is very decentralized. Consequently, decisions are often made from the bottom up—at the individual college or constituent unit level—rather than in a centralized manner that makes strategies uniform across all colleges.”**

While no specific proposals were made to centralize higher education, Chancellor Carter argues against it in his testimony, noting that each university has a distinct mission and it would be difficult for one body such as the Board of Governors to have direct oversight responsibility of each institution. Chancellor Carter states that “in 1991 the General Assembly recognized this diversity and increased the flexibility of the constituent units of higher education by giving them and their Boards increased authority in areas including filling positions, paying bills, and purchasing and leasing equipment. It eliminates the authority of the Board of Governors of Higher Education to approve tuition rates and certain plans, expenditures, and leases of the constituent units, conferring such authority instead on each constituent unit’s Board of Trustees. This approach has been effective.”

The full report can be viewed at <http://www.cga.ct.gov/pri/2009.asp>.

## September Council Meeting

At its September 17 meeting, the CSU-AAUP Council:

- Approved the Treasurer's proposed budget for 2009-2010
- Voted to send up to 25 people to the 28th Annual Connecticut Lobbying Conference to be held in Hartford on Tuesday, October 20
- Approved supporting the Connecticut Women's Education and Legal Fund Annual Awards Dinner
- Heard a report from Betty Gallo on the state budget
- Discussed the actions that CSU-AAUP and SEBAC took over the summer on behalf of concerns of members in the Alternate Retirement Plan, as approved by the Council at its May meeting
- Voted to not allow an extension of a special appointment by one semester at CCSU
- Discussed two grievances at ECSU, one of which is going to outside arbitration
- Approved paying CSU-AAUP dues for one semester for any member called to active duty in the U.S. armed forces
- Announced that CSU-AAUP would be holding Campus Equity Week events on October 28 and 29 at CCSU
- Discussed the workload study and asked for Council members to review interview protocols

## Workload Study Update

Researchers from the New England Resource Center for Higher Education (NERCHE) will be on each CSU campus for two days during the month of October to interview full and part-time faculty. If you are contacted by NERCHE to be interviewed, we urge you to participate.

In addition, NERCHE has developed a supplemental faculty survey in response to some issues and questions that were raised following the distribution of the survey last spring. In particular, this survey allows faculty members to report their faculty load credits (FLCs) for instructional and non-instructional activities as designated by the CSU-AAUP/BOT Collective Bargaining Agreement. The survey also contains reconfigured categories for reporting the allocation of time during an average week. Some of the new categories were developed in response to faculty comments on the previous survey, including a separate, stand-alone category for reporting the amount of time devoted to grading students' papers/projects.

In addition, it includes an item in which faculty members can describe additional periodic activities that may not be captured within an "average" work week, such as assessing capstone projects and comprehensive exams, recruiting and interviewing prospective students, and accreditation work. Again, this idea was suggested by faculty comments on the previous survey. Finally, some comments on the previous survey indicated that faculty wanted to be able to report the amount of time that they spend over the summer preparing for classes for the next academic year, working on their research, or continuing to supervise and/or advise students.

The supplemental survey will be distributed in October. Please make every effort to respond to the survey. It may have an important impact on your future working conditions.

## Campus Equity Week

Campus Equity Week (CEW) is designed to “raise awareness and educate our campus communities, the public and policymakers about the broad negative impacts of contingent academic employment practices.” Since Campus Equity Week (CEW) was first organized in 2001, CSU-AAUP and its individual campus chapters have sponsored a variety of activities and events to raise awareness of the problems and working conditions facing part-time faculty in academia.

Peter D.G. Brown will be delivering the keynote address at a dinner event celebrating Campus Equity Week at CCSU on October 28, open to all CSU-AAUP members. Dr. Brown is a distinguished service professor of German at SUNY New Paltz. He is an Executive Board member of the United University Professions (UUP), convener of the Adjunct Faculty Association (AFA) at SUNY New Paltz, and a member of the Steering Committee for the Coalition for Contingent Faculty.

Dr. Brown is also one of the founding members of the New Faculty Majority: The National Coalition for Adjunct and Contingent Equity (NFM). The NFM is a new, independent national organization for adjunct and contingent faculty in all disciplines and at any public or private university, college or community college in the US. The organization describes its mission statement as “dedicated to achieving professional equity and advancing academic freedom for all adjunct and contingent faculty in American colleges and universities through advocacy, education and litigation. NFM seeks the greatest possible degree of economic justice and academic freedom for all faculty and is committed to creating equitable, stable, non-exploitative academic environments that improve the quality of American higher education.”

**Dr. Brown’s keynote address will present his views on higher education’s increasing reliance on part-time and contingent faculty. The forum will take place on Wednesday, October 28 from 6:00-9:00pm at Central Connecticut State University in the Connecticut Room of Memorial Hall. Dr. Brown will also present a workshop “The Equity for Adjuncts Movement” on**

**Thursday, October 29 from 10:00-11:00am in the Marcus White Living Room at CCSU. To register for either event, please contact Michelle Malinowski at (860) 832-3790 or by email [malinowskim@ccsu.edu](mailto:malinowskim@ccsu.edu).**

Campus Equity Week occurs biennially, and National AAUP is a cosponsor of the international event.

## CA Walkout a Huge Success

*Reprinted from [www.aaup.org](http://www.aaup.org)*

Bravo to the thousands of students, staff, and faculty who organized and came out on September 24 to express their collective outrage at the institutional, system, and state abandonment of public higher education in California. Several thousand members of the UC community attended walkout rallies on UC campuses, including more than 5,000 at all-day rallies at Berkeley. The coalition work in preparation for this collective action paid big dividends as students advocated restoring funding for all of California public higher education; lower-paid employees explained the devastating effects of salary cuts on their families; students and faculty decried the exorbitant tuition increases that undermine UC diversity; and all (including AAUP chapter leaders) lamented the threat to UC’s research and educational mission resulting from the slashing of \$800 million in state support. Key support was provided by the University Professional and Technical Employees (UPTE, which represents health care professionals, staff professionals, and research and technical employees).

Demonstrators expressed their hope that the next generation will see a revival of the educational promise California made a generation ago through the Master Plan for Higher Education. And September 24 was just the beginning as more protests and educational forums are already being planned for coming months. “The future strength of higher education depends on faculty, as well as students and staff, taking the lead in charting the academy’s course,” says AAUP general secretary Gary Rhoades.

## Alternate Retirement Plan

At the May CSU-AAUP Council meeting, a presentation was given by Jim Russell, a faculty member at ECSU and Chair of the Committee for Equity in Retirement. Professor Russell discussed the inequities between the Alternate Retirement Plan (ARP) and the State Employees Retirement System (SERS) and asked for Council support to investigate possible remedies. The CSU-AAUP Council voted unanimously to discuss the inequities as alleged by the Committee for Equity in Retirement with other affected unions and investigate possible political and legal remedies.

Over the summer, CSU-AAUP and the other higher education unions in the State Employees Bargaining Agent Coalition (SEBAC) met to discuss a number of issues that affect participants in the Alternate Retirement Plan (ARP). The ARP issues were thoroughly discussed by the entire leadership of SEBAC at several meetings in August and September. As a result of those discussions, it was decided that a grievance would be filed on one of the issues, pursuant to the SEBAC Pension Agreement. The basis of the alleged grievance is the "steering" of individual employees into ARP at various higher education state agencies; a number of unions feel this practice has been clearly documented. **This grievance was officially filed on October 13, 2009. CSU-AAUP will inform our members of its progress.**

In addition to the gathering of ARP information from union and

State records, CSU-AAUP surveyed all of the higher education unions, requesting copies of any grievances and arbitrations which pertained to ARP issues. There was only one such grievance which was filed by the union representing employees at the University of Connecticut Health Center in 1990.

CSU-AAUP, SUAOF-AFSCME and the University of Connecticut Professional Employees Association (UCPEA) each paid a retainer fee to secure the services of the firm of Moukawsher & Walsh (no relation to CSU-AAUP President David Walsh) to analyze documents and issues regarding possible breaches of duties associated with state retirement enrollment.

On September 16, representatives of the higher education unions, members of the Committee for Equity in Retirement and representatives of the Offices of the State Comptroller and State Retirement Division met to discuss the ARP issues. The higher education union representatives plan to meet one final time prior to the scheduling of the meeting with Attorney Moukawsher.

Thomas Woodruff, Director of Healthcare Policy and Benefit Services for the State Comptroller's Office, has prepared a question and answer document about the ARP. This document can be found on the CSU-AAUP website, [www.ccsu.edu/aaup/csu](http://www.ccsu.edu/aaup/csu), under "Healthcare/Retirement" for full-time and part-time members.

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