President’s Message

UConn-AAUP President Diana Rios

We are halfway through the summer of 2015, and I predict it will be memorable in the following years because of the fascinating local and global economic shifts; the changes in federal policy; and the spotlights on racial-ethnic relations. More immediately, I know you have been in the throes of several of the following--recharging your spirit with family and close friends, teaching, writing, training, collecting data, presenting research at national conferences, networking at international congresses, and thinking ahead to the new academic year and beyond. We at the AAUP are with you. Among the global, local, and more personal happenings, the AAUP has not lost a beat since the completion of the Spring semester. We are taking action on behalf of vital issues that our membership cares about. Many of your colleagues, who are reading this, have been part of this continuous forward effort into the summer of 2015. We’ve done this in various ways--actively participating in the National AAUP Conference in Washington, D.C.; lobbying at Capitol Hill for improved higher education policies; conducting research on specific bargaining subjects; intensely discussing, deliberating, and planning for membership needs.

We will continue to find more effective ways to reach out to you, to keep you informed, and to strengthen your engagement opportunities with us. Reach toward your AAUP as well! The union exists to work on your behalf and on the issues that impact your workplace and livelihood. Plan on getting more informed about contract negotiations; protecting your academic freedom in teaching and research; the value of the academic tenure system; and many other issues.

Reminder: Vital AAUP Communications Survey

With negotiations for a successor collective bargaining agreement set to begin at the end of August, we are seeking information regarding the best way to communicate with our members during these contract negotiations. To that end, we want to make sure that these negotiations are transparent and that you are informed of the events taking place on and away from the bargaining table.

Below is a link to a survey with questions formulated to derive your usage and engagement with our UConn AAUP Chapter website and our social media accounts via Facebook/Twitter. The results of this survey will guide us in how to communicate both sensitive and public information.

Please take a few minutes to complete the survey and thank you for your time and assistance in this matter.

Survey Monkey Link: https://www.surveymonkey.com/r/KPX3KRN
Once we close the survey we will follow-up with you on the best ways to receive communications about negotiations. It is truly our hope that our members are informed and engaged in these negotiations and can voice their opinions throughout the process.

**2016 Negotiating Update and Bargaining Platform**

*Michael Bailey, Chief Negotiator*

With the current CBA set to expire on June 30, 2016, your negotiating team members, Kelly Dennis, Tom Peters, Gene Salorio, and Chris Vials have been meeting on a weekly basis reviewing reports generated by the contract subcommittees. The team will then forward proposals to the Executive Committee for approval. The first meeting between the AAUP and the administration has been tentatively scheduled for August 28, 2015.

Michael Eagen, Director of Faculty and Staff Labor Relations, made two surprising, and somewhat disappointing, announcements earlier this month. First, the administration has decided to hire an outside firm to negotiate for their side and has circulated a Request For Proposals. We will request a copy of the contract that is eventually signed in order to expose the cost to the University. This tactic for negotiating has never been chosen by an administration here at UCONN, and has been discouraged by the AAUP, as it often leads to an “us versus them” climate and potential long-term adversarial relations.

More importantly is the lack of an academic from the Provost’s office on their team. Discussions on topics will include promotion, tenure, and workloads and it seems the administration is counting on a law firm to represent their views.

The AAUP believes that a productive, diverse faculty, supported by competitive faculty salaries, adequate resources for research, and a strong voice in governance at the department and administrative level will lead to a University that prepares our students to meet future challenges in a rapidly changing world. As important as it is to stay competitive in compensation, of equal importance is the need to encourage the faculty voice in governance without the fear of retaliation. The AAUP will look to strengthen the faculty voice with protections through the collective bargaining agreement.

Also, in case you missed this, in March the Connecticut State Police and Governor Malloy’s administration agreed to a three-year contract that called for a cumulative 9% pay raise and which also abolished longevity pay for new hires. In 2011, the troopers union rejected the concession agreement that was agreed to by the AAUP and other state employee unions. This allowed the troopers to receive their negotiated salary increases when most other state employees received no increases.

**UConn AAUP Lecture Series: Save the Dates**

*Chris Henderson, Internal Organizer*

The UConn AAUP is pleased to announce the Fall 2015 Lecture Series – Unleash the Faculty Voice. Faculty Leading the Way.

The UConn-AAUP Fall 2015 Lecture Series will bring academic leaders to the UCONN campus who have advanced the role of collective bargaining as the most effective means for university employees to protect shared governance, academic freedom, and the faculty voice. This lecture series is one of many activities that will take place across the campus to bring awareness to the AAUP’s negotiations for a
successor collective bargaining agreement. These leaders will share their insights on these important issues in the academy, and how faculty can take the lead on how to address them on their own campuses.

We strongly encourage AAUP members to come out to hear from these speakers and show the campus community that shared governance and academic freedom matter to you. UConn students and staff are welcome and encouraged to attend as well.

The following is the schedule of speakers.

**Professor Rudy Fichtenbaum**
National AAUP President & Professor, Economics, Wright State University  
**Thursday, September 10, 1:00 PM**  
Storrs Student Union Theatre

**Risa Lieberwitz, Esq.**
“Academic Freedom & Civility”  
National AAUP General Counsel; Professor, Industrial & Labor Relations, Cornell University  
**Wednesday, September 30, 1:00 PM**  
Storrs Student Union Theatre

**Professor Ellen Schrecker**
“The Corporatization of Higher Education and the Role of Collective Bargaining”  
Professor Emeritus, History, Yeshiva University  
**Thursday, October 22, 1:00 PM**  
Storrs Student Union Theatre

**Professor Howard Bunsis**
National AAUP Collective Bargaining Congress, Chair; Professor, Accounting, Eastern Michigan University  
**Date: TBD**

In addition to the Lecture Series, the Chapter will host a series of events on the campuses to make the faculty voice heard and ensure that the administration and the public know how important the faculty are to the University and the State. More information will be announced throughout the campaign via email and our website. Stay tuned!

**Representatives Assembly Update**

Looking to the Fall semester, the newly formed Representatives Assembly will officially be seated for their first term in UConn AAUP’s 83 year history (39 as a collective bargaining chapter). The roles of representatives include educating their colleagues on matters that affect faculty rights on campus, being the first line of contact if a member has a potential grievance, and organizing members to get them more involved in our chapter to build a true sense of union power.

With negotiations taking on an unprecedented tone on campus, the need to become involved in the Chapter has never been more important. As of the issuance of this newsletter, we still have 24 open
seats available, as seen below. We strongly encourage departments and units that are unrepresented to select someone to represent them to the AAUP.

We are looking at 3-4 meetings in the Fall semester with the potential for fewer in the Spring and beyond. It is our hope that representatives will be in constant contact with their colleagues to keep everyone informed and engaged about negotiations and other faculty matters.

If you are interested or would like more information, please email Chris Henderson, Internal Organizer at chenderson@uconnaaup.org

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**Are you a Member of AAUP?**

The American Association of University Professors (AAUP) is the leading organization protecting academic freedom, tenure, and academic standards in higher education. Many assume that they are members because the University deducts a portion of their paycheck for AAUP dues. However, one must opt in if they wish to become a bona fide member of the Chapter and of National AAUP.

As a member you are entitled to attend all UConn-AAUP social functions, vote for Chapter officers, run for Chapter office, and vote on revisions and changes to the chapter’s Constitution and By-Laws. In addition, the National AAUP offers numerous benefits including a subscription to AAUP’s *Academe* magazine and exclusive access to faculty webinars, toolkits, and publications. At the National level membership includes standing for a national office position, participating in committee work, and voting and participating in national meetings. There is no additional fee for joining as the amount deducted in dues is the same whether you are a member or not.

We hope you choose to have a say in how your dues are spent and take an active role in our Chapter especially as we proceed into historic contract negotiations with the University administration.
If you have any questions regarding membership please contact Internal Organizer Chris Henderson at chenderson@uconnaaup.org. If you wish to join the Chapter as a member, the application can be completed online at http://www.uconnaaup.org/member-info/

www.facebook.com/uconnaaup

Check out our website at www.uconnaaup.org