President’s Message
Diana Rios, UCONN-AAUP President

Winter is here. It is nipping at our toes. And the Administration’s roadblocks to Academic Freedom as a core element of our contract are chilling. The weather gives us temporal distractions from our academic life but the need for full Academic Freedom holds profound significance for those who are working in a university. The full freedoms we need to protect include—the freedom to advance scholarship; the freedom to expand the knowledge of students through teaching, mentoring, coaching; the freedom to create artistically and experiment strategically in labs; the freedom to reach out effectively and engage with public communities.

Academic Freedom is a pillar of U.S. higher education that allows us to challenge ourselves, our peers and our students with new concepts and provocative ideas. What this means for someone who is teaching in the classroom or online is that the instructor can present challenging materials and ideas in order to inspire students to think out-of-the-box. In our ivory tower, we hope that students stretch beyond their comfort zone for intellectual development and personal growth. In our world there persists well-known and lesser known controversies in the humanities, social sciences and other fields that need to be explored and debated.

To read about Academic Freedom and the relationship to the First Amendment, navigate to:

Chief Negotiator’s Message
Michael Bailey, UCONN-AAUP Executive Director
Speak Up Speak Out – Unleash the Faculty Voice

In early October, UConn-AAUP initiated a campaign to call for faculty to speak up and speak out in order to ensure Academic Freedom at the University. It was modeled after the national AAUP campaign following the Garcetti v. Ceballos decision from the Supreme Court. The national campaign focused on making the case for Academic Freedom, not as a matter of law, but as a principle vital to the effective functioning of institutions of higher education.

As an “officer” of the institution, a faculty member employs Academic Freedom in the form of speech or action as part of the institution’s governing and decision-making process, as part of a faculty committee or in filing a grievance. And it may take the form of speech or action critical of institutional policies and of those in authority. This speech may also be in the form of an email.

For many AAUP collective bargaining chapters, a statement of Academic Freedom is included in their collective bargaining agreement with the full protection of a grievance process. For our chapter, a statement on Academic Freedom is included in the agreement, but it falls short of enforcement, being classified as “intent” and “not part of the grievance process.”

The UConn-AAUP bargaining team is looking to negotiate a change and enforce those protections through the grievance process. By wearing the “Speak Up, Speak Out” button, you are bringing awareness to this negotiation and showing support for strengthening collective bargaining protections.

Membership in UCONN-AAUP/National AAUP Membership
Chris Henderson, UCONN-AAUP Internal Organizer

Did you know….Opt In! A common misconception of UCONN faculty, researchers, and coaches is that because you have money deducted from your bi-weekly paycheck from the UCONN-AAUP you are a member of the UCONN-AAUP and National AAUP. In reality, you are not. In order to be an active member of the local Chapter and of the National AAUP, one must opt-in by signing a membership application form. Below is an explanation of the difference between being an active member and an agency fee non-member.
Agency Fee Payers

Under CT Law any state employee who is covered under a collective bargaining agreement is subject to pay an agency fee or a “fair-share” fee for the costs of administering and negotiating a contract. This amount is what faculty and others see coming out of their bi-weekly paychecks. The union in essence, represents them but they are not dues paying “active” members, and are referred to as “agency fee payers”. They cannot vote on internal UConn-AAUP matters such as the election of officers, they cannot run for elected office, and they cannot attend UConn-AAUP social functions.

Active UCONN-AAUP/National AAUP Dues Paying Members

Faculty can become active members by joining the National AAUP and opting-in. They opt-in by filling out and signing a membership application. Once they have done this, they are an active dues paying member of both the local UCONN-AAUP and the National AAUP. This entitles them to vote and have a voice in the local union. They can also run for office at the National AAUP level and participate in National AAUP committee work. Moreover, they can attend all Chapter social events for active members.

Ways to Join

1. Complete the application online at http://www.uconnaaup.org/member-info/national-application/
   Or
2. Fill out a green application and sending that completed form to the UCONN-AAUP office (UBOX 6028) or turn in the application to an UCONN-AAUP Representative. Department/Unit Representatives may have membership applications in their office for members to fill out. Otherwise email Internal Organizer, Chris Henderson, at chenderson@uconnaaup.org

IMPORTANT: Per CT State Statute the amount that is deducted from your paycheck is the same regardless of whether you are an agency fee payer or a dues paying union member.

We strongly encourage membership in the Chapter to increase our bargaining power. We know the Administration looks at the breakdown of members v. nonmembers to determine how serious they will take the UCONN-AAUP at the bargaining table. Most importantly, unions like the UCONN-AAUP are only as effective as the strength of membership involvement. Unions with strong support of their membership come out of negotiations with a better contract than those that have lackluster member support. Now is the time to join, in the midst of historic contract negotiation. Have a say in how your dues are spent.

Growing Your Membership: Why It’s Important, Especially Now

Jamie Owen Daniel, Ph.D. National AAUP Director of Organizing

Long-established unions, in higher education as well as in many other workplaces, often find themselves facing the problem of increasing percentages of bargaining unit members who are not actually members of the union.

This can happen for several reasons. First, many faculty assume that they are automatically union members when they accept positions at unionized campuses. They simply don’t know that they have to actually sign a card to be a member. Although many faculty unions offer “union orientations” to newly hired colleagues, some simply fall through the cracks and assume that being a feepayer by default is equivalent to being a member.

And just as these inadvertent non-members don’t realize that they need to actively join their union, union members are also too often unaware of who among their colleagues are not. While there are always some faculty who have consciously decided that they do not want to join their union, the overwhelming majority of faculty who are not yet members report that they simply “have never been asked” to join, or had anyone explain why they should consider it. Their relationship to the union too often remains a passive one.

Why is it important to actively build up membership? And, to encourage active membership?

A faculty’s collective union voice is only effective when it includes a broad and representative range of individual faculty voices as possible. When your bargaining team is at the table, the administration knows how many voices are backing up the team at the table. And how many are not. These days, when administrations are pushing in bargaining for unprecedented take-backs, when faculty senates have been reduced to merely advisory bodies, and when administrative bloat and corporate priorities have all too often resulted in pushing the needs of faculty and students to the back burner, it is all the more essential that the union voice be a loud and muscular one.
And there is an additional reason to build up our numbers this year. As AAUP leadership noted when the Supreme Court agreed to hear the Friedrichs vs. CTA case in 2016 (http://www.aaupcbc.org/news/agency-fee-supreme-court), the implications of a potential negative decision by the Supreme Court for higher education unions as well as all of labor are concerning, both in terms of the immediate impact of the loss of the feepayer option, and the potential resulting reduction over time in our existing membership.

In response, the AAUP has urged our chapters to analyze their current membership density, and to develop or build on infrastructures within those chapters to broaden member awareness and activism in general, and around the recruitment of current feepayers.

Stronger chapters with greater membership density are what all our chapters should be working towards, and not just because of Friedrichs. Our end goal is the recruitment of current feepayers to union membership and the building up of membership in all our chapters, but also includes the development of more horizontalized and proactive structures within our CB chapters. We want union membership to be both understood and practiced as a commitment to active engagement on campus. Now is the time to organize for stronger and more effective faculty voice!

Know Your Rights: Faculty Rights and Responsibilities in the PTR Process
David Amdur, UCONN-AAUP Associate Director

Tenure track faculty at UConn have a number of rights and also responsibilities as they enter into the process of promotion, tenure, and reappointment (PTR). Much of the information described here is taken from the Provost’s website on PTR. The link is http://provost.uconn.edu/promotion-tenure-and-reappointment-ptr/

Faculty wanting to be considered for promotion, tenure, and reappointment may update their PTR file at any time during the process with supplemental information. It is important to note, however, that such information must be dated and cannot subsequently be removed. In accordance with Article 12 of the UCONN-AAUP Collective Bargaining Agreement, the faculty member shall have access to his/her full PTR file at all levels, including all internal and external letters.

At the departmental level the PTR Advisory Committee has to provide the faculty member and members of the department who so desire an opportunity to appear before the Committee or to submit written statements. The PTR Committee will also provide the faculty member with an opportunity to appear in person to discuss substantive negative findings.

Once the PTR Committee reports its recommendations and appraisals with support evidence to the Department Head s/he will provide the faculty member with an opportunity to meet and discuss substantive negative findings. The Department Head also has to inform the faculty member of the recommendations by the Department Head and PTR Committee, including the substance of any dissenting opinions. If the faculty member wishes, the reasons for a negative recommendation shall be in writing.

If either the Department Head or the PTR Committee makes a negative recommendation to the Dean, the faculty member may submit to the Dean a written statement presenting their case for consideration by the Dean and the Dean’s Advisory Council. The faculty member needs to submit this statement to the Dean within one (1) week after being informed in writing of the recommendation by the Department Head.

The Dean’s Advisory Council needs to provide an opportunity for the faculty member to appear before the Council in person to discuss any substantive negative findings. If after reviewing the Dean’s Advisory Council’s recommendation, the Dean is inclined towards a negative finding, s/he will provide an opportunity for the faculty member to appear in person to discuss the substantive negative findings within a reasonable timeframe.

If the Dean anticipates that they may make a recommendation contrary to that of the Department and the Departmental PTR Committee, the Dean will provide an opportunity for these two to review and supplement their original recommendations. The Dean will inform the Department Head and the faculty member of the recommendations by the Dean’s Advisory Council and the Dean. The faculty member is entitled to receive in writing the reasons for a negative recommendation. The Dean must also include a statement explaining his or her recommendations.

The Provost, Dean, and Department Head will meet to review any PTR cases selected by the Provost. These may include those where there was a lack of unanimity or in which the Provost’s recommendation may differ from that of the Department Head or Dean. After the Provost reviews a faculty member's PTR file, he will provide the faculty member with an opportunity to meet to discuss the negative findings and inquire if the faculty member wants their case referred to the Faculty Review Board (FRB). Faculty may be surprised if the Provost’s office reaches out to them for such a meeting. The UCONN-AAUP can provide representation in such a meeting if the faculty member asks us.
The Provost refers those PTR cases to the FRB which 1) the faculty member or Department Head requested 2) where following a discussion the Provost’s recommendation still differs from that of a Dean and 3) other cases the Provost wishes to refer. The FRB will provide the faculty member with an opportunity to discuss their case and then they discuss the case with the Provost. The FRB will submit a written recommendation to the Provost for the case and also inform the faculty member in writing of its recommendation and the reasons for it. If the Provost makes negative recommendation, the faculty member can request the reasons in writing.

It is important to restate the right faculty members who submit their PTR file for consideration have to update their file at any time during this process. New publications or the receipt of external funding can have a positive impact on the outcome of the case. The UCONN-AAUP can work with a faculty member who believes the PTR procedures listed on the Provost’s website have not been followed.

### Important Dates

- **Monday December 7, 2015** – Negotiations with Administration
- **Thursday December 10, 2015** – Legal Update with Aaron Nisenson, Esq. Senior Counsel for National AAUP – 1:00PM Student Union Room 310
- **Thursday December 17, 2015** – Negotiations with Administration
- **Friday December 18, 2015** – Negotiations with Administration
- **December 23-January 3, 2016** – UCONN-AAUP office closed
- **Tuesday December 29, 2015, 2015** – Negotiations with Administration
- **Wednesday December 30, 2015** – Negotiations with Administration
- **Friday January 22, 2016** – Negotiations with Administration
- **Wednesday February 3, 2016** – Membership Meeting – 2:00pm Student Union Theatre
- **Thursday April 28, 2016** – UCONN-AAUP Annual Chapter Meeting – 12:00pm Student Union Room #331

### A Healthy Discount for UCONN-AAUP Members at the Mansfield Community Center

UConn-AAUP Members can save 10% off membership at the Mansfield Community Center. For more information please visit: