



## State University Faculties Have a Contract

**Laid-Off Union Members Returning to Work, Notices Being Rescinded as Legislature Approves Agreements**

On August 30 the Connecticut General Assembly ratified the revised State Employees Bargaining Agent Coalition 2011 agreement and companion bargaining unit contracts with the expiration of the review period. Legislative approval means that the job-security provisions for the 32 out of 34 bargaining units that ratified their companion agreements are now in force.

Laid-off permanent employees in those units should have already received letters from their agencies returning them to work on September 1. Additionally, permanent employees who had received layoff notices are in the process of receiving letters having them rescinded.

The General Assembly's ratification marks the end of a long process and a suspenseful summer. After many months of negotiations, time seemed to be running out in May. On May 10 SEBAC issued a statement resolving to continue meeting with the Malloy administration for at least one more day despite the fact that the governor had indicated layoff notices would commence: "The discussions have been extraordinarily complex and demand our continued efforts to find mutual resolution. SEBAC is disappointed the administration has decided to begin issuing layoff notices. We have said time and again that laying off workers, whether in the public or private sector, and slashing vital public services will prove disastrous to our shared goal of creating jobs and rebuilding the middle class—especially at a time when our 9.1% unemployment rate is already higher than the national average."

Shortly thereafter, a "Framework for Agreement" was reached between SEBAC and Governor Malloy's representatives; the language of the actual agreement was still being worked on. The agreement would be subject to a ratification vote by the membership of all fifteen SEBAC unions, including CSU-AAUP.

In a letter to the membership, CSU-AAUP President Vijay Nair wrote, "Given what has happened in many states including California, Wisconsin, New Jersey, Ohio, and Michigan, and the more than \$3 billion budget deficit

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## Connecticut Congressman Wins Coveted Yost Award

**Presentation and Reception Scheduled at UConn**

Representative [Joe Courtney](#) (D-CT), of Connecticut's 2nd Congressional



District, was chosen as the recipient of the 2011 American Association of University Professors' Henry T. Yost Congressional Recognition Award, given annually to a member of Congress "who has championed the causes of higher education." He was nominated for the award by Irene Mulvey, President of the Connecticut Conference, AAUP.

The Connecticut Conference will sponsor a reception on October 21 in Rep. Courtney's honor, to be hosted by the University of Connecticut chapter, 3:00–5:00, at the UConn-AAUP

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## Notes from the Conference Executive Committee:

### In memoriam Robert Bard

We are grieved to have to inform our colleagues of the



death of Robert Bard, Professor Emeritus of the University of Connecticut School of Law, on July 10, 2011, at his home in West Hartford, Connecticut, from complications of chronic kidney disease. This and other illnesses had left him wheelchair-bound for the last seven years of his life, but he continued to be engaged in AAUP issues and activities until the last few months.

Writing for the Conference Executive Committee, Ruth Anne Baumgartner said this: "When there was a perceived violation of academic freedom or tenure, the person we all called was Bob Bard. There he was, with his passion, his anger, his clear thinking, and his laser-focused response. His air of bonhomie was genuine, as many of us in Connecticut and in national AAUP can attest from experience; but his intellect was always working, and with the best nature possible he still could put miscreants in their place. He believed in fighting for academic freedom, due process, and tenure by whatever means would get the job done; if collegiality and negotiation didn't work he was ready to take the gloves off and go to court, where the arguments he and his chosen colleagues made usually prevailed.

"Bob's relationship with AAUP was something like a marriage—sometimes stormy, always committed, in sickness and in health. That death has in fact parted them at last does not dim his legacy of good faith for a good fight in a good cause."

In March of 1993, Prof. Bard appeared on *Metroline*, a cable news-talk show, as a participant in a discussion regarding the re-accreditation of the University of Bridgeport after a branch of the Rev. Sun Myung Moon's Unification organization had received control of the institution in exchange for a large infusion of money. Bard is clear and eloquent on the subjects of academic freedom, the purposes of a university, and the AAUP. You can see him in action in an [excerpt of this discussion](#), hosted by Alexander Kulcsar.

A memorial service will be held on Saturday, September 10, at 4 p.m. at UConn Law School. The service, and reception afterward, will be in the [Reading Room in Starr Hall](#).

Prof. Bard's [obituary](#) outlines his many achievements in the classroom, the courtroom, publishing, and higher-education advocacy.

His influence will continue to be felt in Connecticut through the Bard Fund (see p. 8).

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## AAUP State Conference Officers 2011–2013

**President—Irene T. Mulvey**, *Mathematics*, Fairfield University. Delegate to National Meeting.

**Vice President—David Bedding**, *Physics*, University of Connecticut–Waterbury. Delegate to National Meeting.

**Secretary—Susan Reinhardt**, *Art*, Gateway Community College

**Treasurer—Rick DeWitt**, *Philosophy*, Fairfield University

**Executive Director—Flo Hatcher**, *Art*, formerly p-t, Southern Connecticut State University

## Executive Committee 2011–2013

**Ruth Anne Baumgartner**—Chair, Editorial Committee; At-Large, ASC–AAUP Delegate. *English*, Fairfield and Central Connecticut State universities.

**Albert Buatti**—Chair, Committee on Community Colleges. At-Large. *Information Systems*, Middlesex Community College.

**Ira Braus**—At-Large. *Music History*, University of Hartford.

**Joan Chrisler**—Past President. *Psychology*, Connecticut College.

**Andrew Fish, Jr.**—At-Large, CSC–AAUP Delegate-at-large. *Electrical & Computer Engineering*, University of New Haven.

**Vijay Nair**—CSU–AAUP Liaison. *Library*, Western Connecticut State. (Past President.)

**Charles Ross**—Chapter Service Program Director. Immediate Past President. *English*, University of Hartford.

## Campus and Organizational Liaisons

Albertus Magnus College—**Jerome Nevins**, *Art*. CCSU–AAUP—**Ellen Benson**, *Communications*.

Connecticut College—**Joan C. Chrisler**, *Psychology*.

ECSU–AAUP—**Karen Patterson**, *Chapter Staff*.

Emeritus Assembly—**Mort Tenzer**, *Political Science* (ret.), University of Connecticut.

Fairfield University—**Irene T. Mulvey**, *Mathematics / Computer Science*.

Middlesex Community College—**Stephen Krevisky**, *Mathematics*.

Paier College of Art—**Jack O'Hara**, *Mathematics & Computer Science*.

Post University—**Sharon J. Huxley**, *Accounting*.

Sacred Heart University—**Larry Weinstein**, *Management*.

St. Joseph University—**Marylouise Welch**, *Nursing*.

SCSU–AAUP—**Linda Cunningham**, *Member Services Coordinator*.

Trinity College—**Diane Zannoni**, *Economics*.

UConn–AAUP—**Leslie Gemme**, *Executive Assistant*.

UConn College of Agriculture & Natural Resources—**Carl Salsedo**, *W. Hartford*.

UConn Health Center—**Donald Kreutzer**, *Pathology*.

UConn Law School—**Lewis Kurlantzick**, *International Law*.

University of Hartford—**Charles Ross**, *English*.

University of New Haven—**Andrew Fish, Jr.**, *Electrical & Computer Engineering*.

Wesleyan University—*vacant*.

WCSU–AAUP—**Elise Silkowski**, *Chapter Staff*.

Yale University—*vacant*.

## Editorial Committee

**Ruth Anne Baumgartner**—Editor. *English*, Fairfield University and CCSU.

**Joan Chrisler**—*Psychology*, Connecticut College.

**Karen Engwall**—Book Review Co-editor. *Counseling and Wellness Center*, CCSU.

**Al Kulcsar**—Production Assistant.

**Charles Ross**—*English*, University of Hartford.

**David Stoloff**—Media Features Editor. *Education*, ECSU.

**Kenneth Weiss**—Book Review Co-editor. *Reading and Language Arts*, CCSU.

## Website Design and Maintenance

**Vijay Nair**—*Library*, Western Connecticut State University

# Editorial: Some Summer Thoughts

This summer I had the good fortune to participate in a conference on innovative pedagogy and course re-design, held at the Center for Academic Excellence at Fairfield University. The presentations were all thought-provoking and fresh, and I felt suitably energized. But as we gathered for the closing discussion, a couple of comments that had been made in passing came crashing together for me.

One of the presenters had spoken generally on the subject of change and experimentation in the classroom, and considered the relative merits of gradual and dramatic change. An Assistant Professor, she admitted a certain reluctance to try anything too extreme, explaining with a smile, “You need the tenure...” Appreciative chuckles all around.

In another session, the presenters were describing a multi-year collaborative course innovation the level and audience of which had differed from the first year to the second. They noted that they hadn’t felt the second version



had been as satisfying as the first, for them or for the students, and outlined some ideas they planned to pursue “next time.”

And there I sat, also encouraged by “my” institutions to innovate, to experiment, but as a part-time employee neither possessing the tenure that would support my failures as well as my successes and grant me a future for my experiments, nor even looking forward to a time when I would have it. (I can only look back to the tenured position I lost in the UB strike of 1990–92 and reminisce about the interesting things I did with my students, my courses, and my program, so confident in what turned out to have been a fool’s paradise.) So I felt obliged to bring a dour note into the very upbeat closing discussion: I said if an institution or program wanted innovation from its faculty its responsibility was to support those efforts, particularly for faculty who had no job security, by not holding unsuccessful experiments against them.

This is one of the expenses we don’t count, I think, when the budgets are being drawn up and the low-cost at-will part-time faculty are assisting that bottom line and guaranteeing “flexibility.” As their fields change around them and they try to remain current not only with the knowledge but also with pedagogical theory and practice, and try to respond collaboratively to departmental initiatives, they are also repeatedly reminded that the institution makes them no promises, owes them nothing, and will not hesitate to replace them if they fail to please their students. New at one of my places of employment is a requirement that part-time faculty apply for their jobs every semester (the application also notes that the employment is for one term only),

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## MESSAGES

### Dear AAUP conference & communications folks:

We are transitioning the national AAUP to a new logo. Complementary logos have also been developed for the new CBC & AAUP Foundation.

You will still see the old logo around since, for economy’s sake, we are still using up publications with the old logo. And because of the limitations of our Web software, we are still using the old logo on our Web site & will be until early next year.

As part of this transition, we have had logos designed for each state. For purposes of public recognition, it would be great if as many state conferences as possible would start using the new logos.

Gwendolyn Bradley  
AAUP National Office  
[gbradley@aaup.org](mailto:gbradley@aaup.org)

*If you look at the outline of the state of Connecticut in the Vanguard masthead, you'll see the new state AAUP logo. Red is the color National has chosen. In print issues it will go to black, since our masthead color is usually blue. —Ed.*

## VANGUARD

A publication of the Connecticut State Conference of the American Association of University Professors, Inc., which is distributed to Conference members and others. It is not intended to reflect the positions of National AAUP or any other organization. Articles or letters for publication may be sent to the Conference office. The Editorial Committee reserves the right to edit submissions but will not make substantial changes without consultation with the author. Submissions are always welcome and may be addressed to the Conference office. Permission to reprint articles in not-for-profit publications is granted; however, *Vanguard* must be cited and a sample copy of the publication sent to the Conference office.

# A Note from the President:



**Irene T. Mulvey**, *Mathematics*, Fairfield University

## Greetings to all!

Now that another summer has flown by, I can’t help but recall the feelings of anticipation I had last May. How I look forward to our summer “vacation” from academic year duties! Ah, June! Time to relax, unwind, gear up for all sorts of activities I didn’t have time for during the busy academic year. Just imagine how productive we’ll all be! Just imagine the projects—short term and long term—that we’ll tackle! Before you know it, we’ll be completing all sorts of things we’ve been meaning to get to since who-knows-when.

Where do these unrealistic expectations come from? I don’t know about you, but I’ve been behind on almost everything and it’s pushing September as I write. And yet, I can find both eternal optimism and determined realism in that approach to summer. Why not anticipate unprecedented productivity? Why not anticipate a breakthrough in work, in pedagogy, in anything, and work towards it while you are able? And then, why not spend a day catching up on something completely different and let everything else go for a bit?

Earlier this summer, we learned that Professor Robert Bard, our friend, colleague, and long-time state conference Committee A chair, passed away. We have more to say on Prof. Bard elsewhere in this issue, but let me just express my profound gratitude to Bob, with whom I had the pleasure of working for only these last four years. Bob Bard worked tirelessly and relentlessly for genuine academic freedom

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## Conference Office

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# Chapter News

## Connecticut State University

### Report on the Status of Academic Work Life: The CSU-AAUP Workload Study

Principal investigator Dr. Jay R. Dee will report at noon on September 19 on the [findings from the comprehensive study](#) commissioned by CSU-AAUP comparing faculty workload and individual CSU campus workloads with workloads at comparable institutions.

## Emeritus Assembly

### Tim Killeen, President and Newsletter Editor, Emeritus Assembly

Our first meeting should be in late October with the topic being the continuing State Fiscal Crisis and/or the situation with SEBAC. Mort Tenzer has volunteered to organize this session, perhaps at the State Legislative Building in Hartford.

Our second session (November) might be a visit to the Ballard Institute & Museum of Puppetry. If anyone is interested in organizing this session or one on some other topic, let me know.

We hope to have the details of the Fall meetings in order by the middle of September, so I can get the [Newsletter](#) posted by the end of the month. I will be checking into information on recent retirees, so we can add them to our mailing list.

## University of Connecticut

### UConn-AAUP Bulletin 26 August 2011

### Ed Marth to Retire; AAUP Announces New Director

UConn-AAUP Director Ed Marth has announced his retirement, effective December 31 of this year. Chapter members will gather to celebrate his service at a party in October.

Meanwhile, we are happy to announce that Peter Nguyen has been hired to replace him as the chapter's Director. Nguyen has been employed by the California Federation of Teachers and works as negotiator and grievance person for K-12, community colleges, and adjunct faculty locals in the Los Angeles area. He is a graduate of California schools including University of California-Davis and UCLA law school.

He is looking forward to meeting the faculty and other members of the chapter after his start date of September 1.

The search for a new Director was truly national in scope with candidates both local and from as far away as California. Members of the Search Committee and members of the Executive Committee who had the opportunity to meet Nguyen were uniformly supportive of the decision to offer him the job.



## CSC-AAUP On the Road

### A report on the recent activities of CSC-AAUP Executive Committee members:

(The recent and upcoming travel described is additional to CSC-AAUP Executive Committee meetings each month of the 2011 academic year.)

**This is a particularly busy period for members of the CT State Conference-AAUP Executive Committee...**

**May 12, New Haven, CT**—Ruth Anne Baumgartner, David Bedding, Albert Buatti, Andrew Fish, Flo Hatcher, Irene Mulvey, Vijay Nair, Susan Reinhart, Charles Ross, Mort Tenzer, and newly elected At-Large Member Ira Braus traveled to New Haven to attend the successful **2011 CSC-AAUP Annual Spring Meeting**. See p. 4 for story and photos.

**June 2, Fairfield, CT** — Ruth Anne Baumgartner presented “Texts and Contexts: The Conversation of Literature—*The Anthology Project*” at the Innovative Pedagogy and Course Redesign XI Conference, sponsored by the Center for Academic Excellence at Fairfield University.

**June 2–4, Pittsburgh, PA** — Joan Chrisler (Connecticut College Liaison), made presentations at the Society for Menstrual Cycle Research.

**June 8–12, Washington, DC** — Delegates Ruth Anne Baumgartner, David Bedding, Irene Mulvey, Susan Reinhart, Charles Ross, and Flo Hatcher attended the **AAUP 97<sup>th</sup> Annual Meeting and Conference on the State of Higher Education**. See pages 7 and 8 for story and photos.

**June 22–30, Turkey**—Eastern CSU-AAUP chapter vice-president Kris Jacobi (*Library*)

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Ed Marth is seen here (left) introducing Joe Courtney aide John Hollay at the Yost Award reception in Washington, D.C. (story pp. 1, 5). Photo by permission of the photographer, Michael Ferguson, Managing Editor, Academe.

## Conference Chapter Service Program

The Chapter Service Program is a Conference-based initiative to develop local chapters as active advocacy organizations.

The Connecticut State Conference-AAUP, in collaboration with the Assembly of State Conferences of AAUP National, will provide (for minimal local financial obligation) these services and others:

- Chapter Leadership Training
- Analysis of Institutional Financial Data
- Consultation and Training in the Effective Use of Financial Analyses
- Training and Assistance in Chapter Committee A Work
- Consultation on Institutional Assessment
- Consultation on Faculty Issues in Use of Technology in Higher Education

To take advantage of the Chapter Service Program, contact the Conference Office, attention Charles Ross, Chapter Service Program Director.

## The Robert Bard Legal Defense Fund

The Robert Bard Legal Defense Fund was established by the Connecticut Conference of the AAUP in 1998 to support litigation in cases or situations where AAUP principles of academic freedom, shared governance, or due process have been violated.

Generous donations to the Bard fund in memory of Bob Bard have been received from

*Alison Altman*

*Lewis & Roberta Kurlantzick*

*McCarter & English, Attorneys at Law*

*Lena & Catherine Wigger*

## The Mort Tenzer Travel Fund

The Mort Tenzer Travel Fund was established by the Connecticut Conference of the AAUP in 2005 to assist chapters or academic departments in hosting guest speakers in the interests of advancing AAUP principles of academic freedom and the common good. In 2009 the Executive Committee voted to extend the terms of the grant to support travel by full- or part-time faculty for academic purposes.

Generous donations to the Tenzer Travel Fund have been received from

*Anonymous, in memory of Ann Lindbeck, artist, bookbinder, colleague*

*Anonymous, in memory of Karl Rinehardt, SCSU*

*May-Wo Foo Giger*

*Morton & Virginia Tenzer*

## The George Lang Award

The George Lang Award was established by the Connecticut Conference of the AAUP in 2007 to honor the memory of our colleague by recognizing a faculty member at Fairfield University who early in his or her career has shown awareness of and dedication to important AAUP issues such as academic freedom, faculty governance, and faculty rights and responsibilities. A generous donation to the George Lang fund has been received from

*Marian Lang*

Donations to these funds are welcome and may be sent care of Flo Hatcher, Executive Director CSC-AAUP, P.O. Box 1597, New Milford, CT 06776.

*CSC-AAUP is an organization exempt from federal taxes. Contributions to CSC-AAUP are tax-deductible.*

To apply for a grant from the Bard or Tenzer fund, or to request more information about them, contact Flo Hatcher at the Conference Office, who will be delighted to assist you. Bard Fund grants are made as the need arises. Tenzer Travel Fund applications are reviewed as they arrive but should be submitted at least six weeks before the date of the event. Tenzer Grants are made on a rolling basis.





## Connecticut Conference Spring Meeting



*Dorsey L. Kendrick, President of Gateway Community College, was the featured speaker and the recipient of the Walter F. Brady, Jr., Award for the Advancement of Higher Education. That's the award she's holding.*

The Spring Meeting, organized and hosted by the Executive Committee of the Connecticut Conference, AAUP, and held at the Graduate Club in New Haven on May 12, was a highly successful and festive event: a chance to talk with colleagues from across the state, enjoy a delicious dinner, celebrate the various contributions of our fellow academicians, and engage in a conversation about higher education in Connecticut.

Sixty-three attendees, representing twenty-seven disciplines, from twelve CT higher-education institutions, joined members from six national AAUP committees, five AAUP executive committees, and the national Council. Ten officers from five Connecticut AAUP chapters including

wife, Mary-Beth, attended the event and award presentation.

Kathleen McGrory led a moment of silence in memory of ECSU Professor Emerita Mary Rogers Beckert.

Dr. Dorsey L. Kendrick, President of Gateway Community College, and Western Connecticut State University librarian Vijay Nair, President of CSU-AAUP, spoke on the topic "Community Colleges in the National Spotlight: A Gateway to a Better Future." Nair addressed the restructuring of higher education in the state: "We know about change. We are in the business of change. But change must not be at the expense of quality higher education and the future of our students and of our State."

Kendrick has been an important and effective agent of change at Gateway Community College for over a decade. Under her leadership, enrollment numbers doubled, new scholarship and articulation agreements were forged, and a new urban campus initiative became a reality. A new incarnation



*Kathleen McGrory (English, emerita, ECSU) of the Emeritus Assembly spoke of her friend Mary Rogers Beckert and led a moment of silence in her memory.*

the revived Connecticut College Chapter, officers and staff from the CSU-AAUP, and officers and members of the Connecticut Emeritus Assembly were in attendance.

Irene Mulvey and Fairfield Welfare Committee-AAUP (FWC/AAUP) Vice President Joseph Dennin presented the fourth annual George E. Lang Jr. AAUP Award to Associate Professor Debra Strauss, who teaches Business Law in Fairfield University's Dolan School of Business. The CSC-AAUP established the Lang Award in 2007 as a tribute to an invaluable and beloved colleague and his devotion to chapter development and the cause of academic freedom. The award, which includes a plaque and a year's AAUP dues, is given to a faculty member of less than ten years' service at Fairfield University (where Prof. Lang served on the faculty) "who has shown awareness of and dedication to important AAUP issues such as academic freedom, faculty governance, and faculty rights and responsibilities." Professor Lang's



*Conference President Irene Mulvey, left, and Mary-Beth Lang congratulate Debra Strauss, right, recipient of the George E. Lang Jr. Award. All photos by Vijay Nair.*

of Gateway Community College takes center stage in downtown New Haven September 2012. In her talk she addressed some of these changes and how, in a time of unprecedented fiscal constraints, they were brought about.

A lively discussion period followed.

Dr. Kendrick was the second recipient of the CSC-AAUP Walter F. Brady, Jr. Award for the Advancement of Higher Education in Connecticut. The award, created by the CSC-AAUP Executive Committee to honor a dear colleague who had devoted his professional life to the advancement of higher education through teaching, organizing, and activism, was first given in 2007 to State Representative Denise Merrill, who in November 2010 was elected Connecticut Secretary of State.





# AAUP Joins Effort to Defeat Anti-Union Legislation in Ohio

AAUP's *CBC Notes* for July 14 carried this article and appeal:

Early this spring, the Ohio legislature passed Senate Bill 5, which was signed by Governor John Kasich. SB 5 virtually eliminates collective bargaining for public employees in the state of Ohio.

This piece of legislation is especially hard on AAUP members, due to a clause that defines most faculty members employed by public colleges and universities as "managers." This clause is similar to the notorious U.S. Supreme Court decision in the *Yeshiva* case, which largely forestalled new collective bargaining at private institutions. As a result, Ohio faculty will be ineligible for whatever collective bargaining rights remain if this legislation goes into effect. They will no longer be able to bargain over academic freedom protections, shared governance participation, or bread-and-butter issues. It will be much harder for them to ensure that the faculty voice in Ohio is heard and to stop the state's disinvestment in higher education.

Fortunately, we have an opportunity to overturn Senate Bill 5. Ohio law allows for signed legislation to be placed on the ballot for a referendum if enough signatures are collected. Labor organizations of all types joined together in a coalition, We Are Ohio, and conducted a signature drive, with a significant number gathered by the AAUP. The drive collected more than 1.3 MILLION signatures, more than five times the number required. Therefore, it is almost certain that the repeal of SB5 will be on the ballot in November.

The AAUP has a seat at the table in this effort, and has made substantial contributions of money as well as time. The Collective Bargaining Congress has contributed \$200,000 to the We Are Ohio campaign, and AAUP chapters in Ohio have contributed \$110,000. Sara Kilpatrick, the executive director of the Ohio AAUP conference, has coordinated this effort. However, our work is far from complete. To win this fight, we need all hands on deck—and we need significant resources.

Mobilizing voters is critical. This will require time and labor, and AAUP members in Ohio stand ready. It will also require money to pay for materials, media buys, direct mail, legal advice, polling, and educating faculty, students, and the general campus communities on the facts of SB 5. The opponents of labor have vowed to spend \$70 million to uphold SB 5. We know that we will be outspent, but we must find a way to narrow the gap.

I am writing to ask for your help. Attacks on public-sector collective bargaining have occurred all across the nation, and if we lose the battle in Ohio, they will only intensify. But if we win, labor will have stood together and stopped this anti-union power grab.

We ask your chapter make out a check to: We Are Ohio  
Send the check to:

Sara Kilpatrick, Executive Director  
Ohio Conference of the AAUP  
137 East State Street  
Columbus, OH 43215

If ever there were a time for every AAUP chapter and every AAUP member across this nation to unite, it is this moment. Please seriously consider contributing to the We Are Ohio campaign. And when you do, please let me know, so I can extend my gratitude personally and on behalf of our colleagues in Ohio and our national leadership. You may reach me directly at [hbunsis@emich.edu](mailto:hbunsis@emich.edu).

Sincerely,  
Howard Bunsis, Chair, AAUP Collective Bargaining Congress

Since that date, the drive to mobilize voters has continued to gather steam. We Are Ohio, self-described as "a citizen-driven, community-based, bipartisan coalition that has come together to repeal SB 5, the unfair and unsafe law that will hurt us all," has aired its first television advertisement. AAUP chapters and conferences, including the Connecticut Conference, have been among the many donors to contribute to the repeal effort. Numerous unions, including the AFL-CIO, have pledged workers and organizing support. And Ohio Secretary of State Jon Husted has certified a referendum on Senate Bill 5 for the Nov. 8 ballot. The number of signatures collected in this effort far exceeded the requirement to place the issue on a statewide ballot, and in fact set a state record, according to The Columbus Dispatch.

In the name of budgetary austerity, the Governor and State Legislature of Ohio pushed SB 5 through; but depriving public employees of the right to bargain is not part of a financial solution. The battle is as important as Bunsis says it is, and both sides know that. Follow developments at [WeAreOhio.org](http://WeAreOhio.org).

The "No on SB 5" image at the head of this article is by the Ohio Labor Table. —Ed.

## State U contracts...from 1

that Connecticut was faced with, when we started this process many of us expected drastic changes in our terms of employment....[T]his agreement actually is much better than many of us had feared. While it calls for sacrifices from us, it also guarantees job security, preservation of post-retiree health benefits, and an extension of the SEBAC agreement for another five years, until 2022. Also, while it freezes salaries at current levels for the first two years of the agreement, it provides salary increases in the last three years."

On June 24 it was clear that under SEBAC's rules, although a majority of members and their unions voted in favor of ratification, because no more than one union could vote to reject any agreement and those voting "yes" had to represent at least 80% of all unionized employees in the coalition, ratification of the agreement had failed. Gov. Malloy planned to go ahead with layoffs.

But negotiations continued. On July 22 SEBAC and the Malloy administration again reached tentative agreement: All of the layoff notices issued to state employees over the past three weeks would be rescinded. The agreement also clarified preservation of the State Employee Health Plan for active and retired state employees. SEBAC announced that "The united effort of union leaders has produced an agreement that is not just fair for the members they represent. It's also good for the people they serve, and will restore vital public services cut in the governor's alternative budget plan."

On July 28 the CSU-AAUP Council voted unanimously to endorse the revised SEBAC agreement. They felt that a ratification

vote of the membership was not necessary because there were no substantive changes to the SEBAC Concession Agreement of May 27 that affected CSU-AAUP, and members had already voted to ratify the May 27 agreement by a vote of 90% in favor.

According to an August 18 story in the *Connecticut Mirror*, only one of 34 bargaining units within the 15 unions, representing about 400 correction supervisors, voted to turn down the wage freeze part of the deal, leaving their members vulnerable to layoff. A second unit, whose members had voted against the first deal, supported ratification this time.

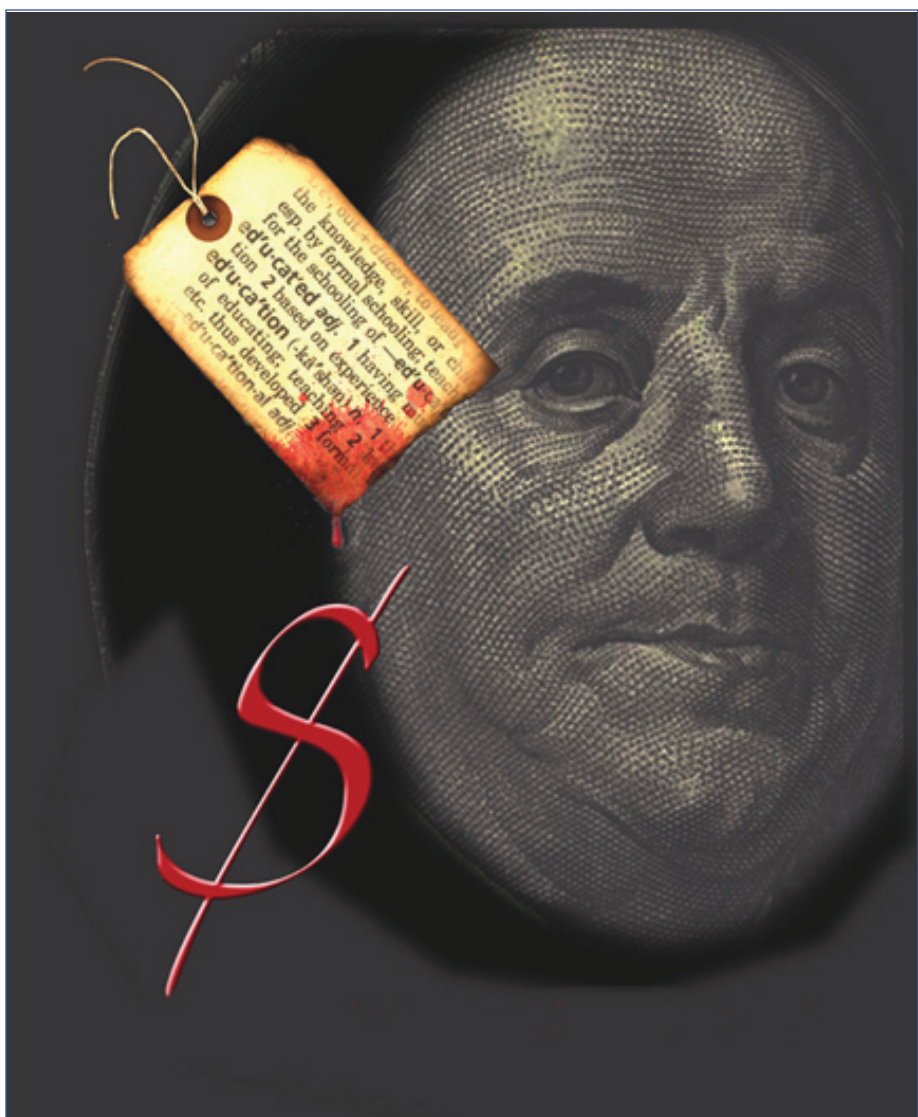
SEBAC had changed its ratification rules before the second vote; but, according to SEBAC officials, the second ratification vote would have met the original requirements.

Gov. Malloy has announced he is going ahead with layoffs in two units that did not ratify their companion agreements.

With the restoration of many programs and services, CSU-AAUP points out, a number of non-permanent employees—trainees, per diems, those in their working test periods—are also being recalled or having their notices rescinded. This is not a guarantee from the agreement that leaders of the unions in SEBAC reached with the Malloy Administration: The job-security provisions apply only to permanent employees. Rather, it is a positive side effect resulting from the restoration of critical programs and services that had always been our goal.

There have not been any reports of problems with the return of laid-off workers so far. Members who do have issues should bring them to the attention of their union leadership.

Read the ratified agreement [here](#).



art by Lisa Hatcher.



Editorial...from 2

providing all information including answering the question of whether the applicant has been convicted of a felony. (My impulse is to write “not so far.”) The cover memo, which apologizes for not mailing out the “appointment agreement” before the day it is due back, ends with this statement: “Thank you for your commitment to educating our students and your service to the College....” This is my twentieth year of uninterrupted service at that school. And, irony of ironies, I am sure that shortly after have signed my letter of appointment, with its stipulation that it carries no assurance of employment beyond the current term, I will be asked by the bookstore for my textbook orders for next semester.

How much risk are people employed on such terms likely to take? And how open and objective will they dare to be in evaluating their own efforts and results? How honest will they be, perhaps, concerning departmental plans—Will they exercise their critical expertise, will they venture to express their point of view, if they know what they would say might rumple feathers? Experimentation and reflection, the development of new knowledge, the evaluation of new (and old) techniques and approaches: these are activities to be done over time. No scientist would draw conclusions on the basis of a single experiment run once, and neither should any educator. Finally, how innovative can an academic department dare to be if its staffing needs are perpetually subject to change?

Shakespeare calls “lust in action” “th’ expense of spirit in a waste of shame,” but the phrase seems apt for other applications. What is the cost of relying on an unstable work force that is repeatedly *identified* as unstable, the workers themselves repeatedly reminded that they may be *in* academia but are not *of* it? What is the spiritual expense, for the individual and the profession?

Cary Nelson, AAUP President, has raised the issue of some form of tenure for contingent faculty, and at last year's Conference on Contingent Academic Labor (COCAL), the National AAUP handed out a revised copy of its report “Tenure and Teaching-Intensive Appointments,” recommending tenurable teaching-intensive appointments for full-time contingent faculty and tenure eligibility for fractional positions as well. Although the idea seems to be a contradiction in terms and fly in the face of all logic, or at least all management logic, it becomes less preposterous perhaps if we consider how many contingent faculty continue to work semester after semester at the same institution—in service deemed necessary by the institution and department—and then ask how many currently tenured faculty would accept an employment situation where no matter how long or valuable their service, no matter how collegial their efforts, no matter how much their work contributed to the program, institution, or profession, they would not be promoted, would receive no substantial pay increase, and would be subject to summary dismissal without demonstrated cause...forever. In view of the fact that dependence on contingent academic labor seems to now be the norm in higher education, this is a good question to ask. A look at the many kinds of responsibility faculty carry, the (so far) institutional dependence not only on the quality of their day-to-day work but also on the promise of their ongoing labors, and the need for sound institutional response to, or shaping of, the winds of change would suggest that without some assurance of continuing employment on the part of contingent faculty, the academic enterprise would fall.

As we begin another academic year, then, let us be mindful of the purposes and needs of the vineyard in which we all labor, and of the consequent wisdom of being mindful of the firmness of the ground on which the laborers stand. —RAB



MLA Recommends Standards for Contingent Faculty

In its report on “Professional Employment Practices for Non-Tenure-Track Faculty Members: Recommendations and Evaluative Questions” (June 2011), the Modern Language Association’s Committee on Contingent Labor in the Profession made recommendations on the basis that “non-tenure-track faculty members now constitute a majority of the faculty in higher education.... both students and institutions will be better served when policy and practice reflect the important role played by these professionals....establishing long-term, regularized positions for as many faculty members as possible is in the best interest of institutions and higher education generally.”

The document is a logical next step to previous work by the MLA on these issues: the “2008 report Education in the Balance...argues that the profession ‘must ensure that those colleagues employed outside the tenure track have the appropriate salaries, working conditions, status, rights and responsibilities, and security of employment.’”

The report echoes previous recommendations for long-term planning and extended terms of appointment; incorporation into the life of the department; access to support services and tenure-track openings; clarity of terms of appointment and review; timely hiring; mentoring and other professional support; review for advancement and promotion; and access to grievance procedures.

Additionally, the current report looks at five areas for “improving the professional standing of faculty members who hold non-tenure-track appointments” and facilitates evaluation of those areas by means of a series of questions. “A high number of affirmative responses [to the questions] corresponds with a high level of professionalization for members of the non-tenure-track faculty.” The purpose, the report says, “is to help faculty members, departments, and institutions identify areas of policy and practice where progress has been made and areas where change can and should be sought.”

The five areas are Hiring and Assessment; Compensation and Professional Advancement; Professional Rights and Responsibilities; Professional Development and Recognition; and Integration into the Life of the Department.

The Modern Language Association advocates for the professional work of faculty in modern language study, instruction, and literature; but the [principles and questions](#) are worthy of the attention of any academic department that employs full- or part-time contingent faculty.

**Feeling frustrated?  
Tired of the government  
mumble-jumble?  
Looking for a little  
frivolocity?**

Your [Vanguard](#) editor, in a bit of shameless self-promotion, invites you to visit her blog, "[You Knew What I Meant](#)," where she daily shares something amazing from her collection of students' verbal mishaps and then speculates on the intentions behind the words.

Readers are invited to contribute from their own collections as well.

President...from 2

and due process for faculty. He helped so many faculty members over his long career, more often than not behind the scenes. In the very short time that I knew him, Bob became my model for eternal optimism and determined realism. We honor his life of scholarship and dedication to our profession.

Since we published our last issue of *Vanguard*, our state conference and members of our conference have been extremely busy. We showcased a genuine Connecticut success story at our annual spring meeting by highlighting the work of Gateway Community College President Dr. Dorsey L. Kendrick, and then many of us attended the AAUP annual meeting and the concurrent ASC and CBC meetings in Washington, all in conjunction with the AAUP’s annual conference on the state of higher education. Not to mention that *Vanguard* received the ASC award for outstanding state conference newsletter! I am extremely grateful that our newsletter editor, Ruth Anne Baumgartner, and our Executive Director, Flo Hatcher, are willing to put out such an early issue of *Vanguard* while our work and our news is still fresh. I hope you enjoy it.

So here’s to summer – summers gone by and summers to come—to unrealistic expectations but gratifying outcomes. To eternal optimism and determined realism! Happy Fall! — *I.M*

AAUP List of Censured Administrations: Connecticut

**Academe regularly publishes the list of administrations that, investigation shows, “are not observing the generally recognized principles of academic freedom and tenure endorsed by the American Association of University Professors, the Association of American Colleges and Universities, and more than 160 other professional and educational organizations....Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term ‘administration’ includes the administrative officers and the governing board of the institution....Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list....The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.”**

**The Connecticut Conference of AAUP decided in 1999 to publish the list of Connecticut institutions of higher learning under censure, together with the date of the censure decision, in each issue of *Vanguard*. Two Connecticut institutions are currently on the AAUP list:**

- Albertus Magnus College...under censure since June 2000
- University of Bridgeport...under censure since June 1994





## Annual Meeting and Yost Award

Delegates Charles Ross, Susan Reinhart, Ruth Anne Baumgartner, David Bedding, and Joan Chrisler.

The Connecticut delegation was out in full force for the 97th Annual Meeting of the AAUP and the Conference on the State of Higher Education. Connecticut Conference President Irene Mulvey organized Capitol Hill Day visits for the Connecticut delegation, which included new UConn-AAUP President Lyle Scruggs and Executive Director Ed Marth. Visits to Senators Joseph Lieberman and Richard Blumenthal, Congressmen Joe Courtney, John B. Larson, Chris Murphy, and Jim Hines, and Congresswoman Rosa De Lauro provided opportunities to discuss issues about Higher Education Regulation, Science, Academic Freedom and Public Policy, and Investing in Access, Research, and Teaching through support for Pell Grants and the DREAM Act.

The day was capped by the AAUP Yost Award reception. The CSC-AAUP and UConn-AAUP supported the nomination of Congressman Joe Courtney for the Yost Award. Congressman Courtney was in Connecticut during this time; he will receive this prestigious award at a special reception on October 21 at the UConn-AAUP offices at Storrs.

National AAUP Council member Mulvey, re-elected as an at-large member to the Executive Committee, attended Executive Committee and Council meetings and served as Parliamentarian for the Assembly of State Conference business meeting. She represented the Faculty Welfare Committee-AAUP chapter of Fairfield University at the Collective Bargaining Congress meetings; also at the CBC meeting was Jason Jones (*English*, CCSU, and former *Vanguard* Book Review Editor), Vice Chair of the CBC. ASC Delegates Ruth Anne Baumgartner, David Bedding, Susan Reinhart and Charles Ross attended the ASC Business Meeting and Ruth Anne accepted CSC-AAUP's ASC Outstanding Tabloid-style Conference Newsletter Award (our fourth such award). At that meeting Irene Mulvey also accepted the award given by the ASC for Outstanding Chapter Newsletter, which FWC/AAUP's newsletter won for the third consecutive year.

***The protection  
and exercise of  
academic freedom  
is an ongoing mission.  
Join AAUP.***

*For Actions and Issues at the  
National Meeting, see p. 9*



One of those honored at the 2011 Annual Meeting for 50 years' membership was James M. Bergquist, Professor emeritus of history, Villanova University. Here he reminisces with Ruth Anne Baumgartner. They met when he served as one of the two Committee A investigators (the other was John Moon, Professor emeritus of history, Fitchburg State University) who prepared the report and censure recommendation on the University of Bridgeport.

### Courtney...from 1

facility in Storrs.

Rep. Courtney was unable to attend the reception on AAUP's Capitol Hill Day in June to receive the award; it was presented by Edward Marth (UConn-AAUP) to his aide, John Hollay, who accepted it for Courtney.

In her April 2011 letter nominating Rep. Courtney for the Yost Award, CSC-AAUP President Irene Mulvey said, in part:

"Representative Courtney has always supported investment in higher education through increased student aid, funding for research, and infrastructure improvement. During his time on the House Education and Labor Committee, Representative Courtney worked closely with Chairman George Miller on several pieces of important legislation which have had an enormous positive impact on higher education, including the College Cost Reduction Act, the Higher Education Opportunity Act, the Post 9/11 G.I. Bill of Rights, and the Student Aid and Fiscal Responsibility Act.

"The College Cost Reduction Act marked the largest single investment in higher education since the first G.I. bill was passed during World War II. This legislation helps make college more affordable for middle-class families by increasing Pell Grants for students and also reducing the interest rate for student loans. Representative Courtney aided in crafting this legislation and, as it made its way through Congress, introduced an amendment to increase funding for the Pell Grant program by an additional \$900 million above an already increased proposed funding level. Joe is on record as wanting to provide additional support for students and their families as the students pursue a college degree. Joe was an original co-sponsor of H.R. 3221, the Student Aid and Fiscal Responsibility Act of 2009, and worked tirelessly to help create this bipartisan legislation that provides affordable loans to students, increases support for community colleges, and saves taxes by making programs that provide federal student loans more efficient. Joe was a co-sponsor of the Higher Education Opportunity Act, passed during the 110th Congress. This landmark legislation, signed into law by President Obama in August 2008, increases the maximum Pell Grant amount annually through academic year 2014-2015, reduces student loan interest and mandates clear loan disclosure information, provides loan forgiveness/repayment for service in areas of national need, and guarantees in-state tuition for members of the armed forces, their spouses, and dependents. Within this legislation, Courtney worked closely with Senator Jack Reed on the LEAP Program (Leveraging Educational Assistance Partnership), a program that provides grants to states to assist them in providing need-based grants and community-service work-study assistance to eligible postsecondary students.

"Joe has made numerous visits to Connecticut's colleges.... He has been extremely open and willing to connect with AAUP members throughout the year.... For his career-long support of higher education and, in particular, for his work during the 110th and 111th Congress on the House Subcommittee on Higher Education, the CSC-AAUP nominates Representative Joe Courtney for the 2011 Yost Award."



At Capitol Hill Day 2011, part of the AAUP Annual Meeting, a contingent of Connecticut faculty lobbied Connecticut Senators and Representatives on higher-education issues. Lobbying in Representative Joe Courtney's office are, left to right, David Bedding (CSC-AAUP Vice President), John Hollay (aide to Rep. Courtney), Flo Hatcher (CSC-AAUP Executive Director), and Charles Ross (CSC-AAUP past President).



On the Road... from 3

and members Jian–Zhong Lin (*English*), John Landosky (*Biology*), and *Vanguard* Media Features Editor David Stoloff (*Education*) joined six others from the Eastern community on a study tour of Turkey. (See story this page.)

**July 3–7, Ottawa, CA**—Joan Chrisler presented at Women’s Worlds, the international women’s studies conference.

**July 21–24, Boston, MA** —Irene, Flo and newly elected CSC–AAUP Treasurer Rick De Witt traveled to Suffolk University for the **AAUP Summer Institute**. Irene and Rick co–presented a workshop “Building, Strengthening and Maintaining an Effective Advocacy Chapter.” They had previously co–presented on this important topic last year in San Diego. Irene and new ASC officer Joerg Tiede (IL) co–presented a workshop “Action Oriented Meetings and Parliamentary Procedure.”

**August 4–7, Washington, D.C.** —Joan Chrisler presented at the American Psychological Association Annual Conference.

**August 19–21, Stevensville, MD**—Irene joined other national AAUP Executive Committee members at a retreat at Kent Manor. The annual event permits focus on strategic planning for national initiatives and programs.

**September 10, Storrs, CT** —A number of CSC–AAUP members will attend a memorial service at the University of Connecticut Law School for our recently departed colleague Robert Bard.

**October 1, Raleigh, N. C.**—Irene begins a series of multi–state travels (not to be confused with the recent multi–state storm of same name). Her first stop is the North Carolina Conference–AAUP to present a workshop on the importance of AAUP and chapter development.

**October 6, Milwaukee, WI**—Irene will give a talk to the newly revitalized Marquette AAUP Chapter on how to strengthen their organization.

**October 7, Bloomington, IL**—Irene will travel to Illinois Wesleyan University to deliver a talk to faculty from the Illinois Wesleyan and the Illinois State Chapters.

**October 13, Storrs, CT** —A number of CSC–AAUP members will travel to Storrs for a retirement celebration in honor of Ed Marth, Executive Director of UConn–AAUP.

**October 21, Storrs, CT** —A number of CSC–AAUP members will attend the AAUP Yost Award reception for Congressman Joe Courtney to be held at the UConn–AAUP offices. Staff members from the Washington, D.C., AAUP offices and members from across the state are expected to join in the festivities.

**October 29, Mount Vernon, IA**—Irene will be the keynote speaker at the Iowa State Conference AAUP meeting at Cornell College.

**November 11–13, Washington, D.C.** —Irene will present at the AAUP Shared Governance Conference and Workshops and, as a member, will attend a meeting of the national AAUP Committee on College and University Governance. The conference will focus on the continuing challenges that faculty and administrators around the country are facing as a result of financial pressures. This is second AAUP governance conference centered on this theme. Irene will serve on a panel with Puri Martinez (N.C.), Jeff Butts (N.C.), and Committee Chair Larry Gerber (AL). Panelists will discuss “Making Senates Effective.”

**November 18, Washington, D.C.**—Irene will attend a meeting of the national AAUP Executive Committee.

**November 19–20, Washington, D.C.** —Irene and Joan Chrisler will attend the national AAUP Council Meeting.

Eastern Connecticut State University’s Study Tour of Turkey: or, How some of us spent our Summer Vacation

David Stoloff, *Education*, ECSU

Eastern CSU–AAUP chapter vice–president Kris Jacobi (*Library*) and members Jian-Zhong Lin (*English*), John Landosky (*Biology*), and *Vanguard* Media Feature’s Editor David Stoloff (*Education*) joined six colleagues from the Eastern Connecticut State University community on a study tour of Turkey.

From June 22 to 30, 2011, native Turkish speakers, including two EastConn graduates, a current EastConn student, and a Hartford Seminary graduate student, led participants on a whirlwind tour of Istanbul and historic cities in Asia Minor sponsored by the Turkish Cultural Center Connecticut in Hartford, Connecticut.

The itinerary also included dinners in the homes of Turkish families; visits to a middle school, a university, and the Gulen/Hizmet Foundation, an international non–profit association dedicated to increasing ecumenical understanding and the promotion of education.

The group visited Hagia Sophia, Topkapi Palace, Sultan Ahmed Mosque (commonly referred to as the Blue Mosque), and an underground cistern in Istanbul. Near Izmir, we admired the ancient Roman city of Ephesus and the House of the Virgin Mary. We hiked up and down the UNESCO Heritage Site Hierapolis-Pamukkale, which are white cliffs created by hot springs. We also walked through the Mevlana Museum and the mausoleum of the Sufi mystic Rumi in Konya, visited the old city of Kayseri, and toured an underground city in Cappadocia.

Other highlights included bargaining in a rug factory, pottery showroom, and in the Grand Bazaar, and a sight-seeing boat cruise up the Bosphorus Strait, heading north toward the Black Sea between European and Asian Istanbul.

Some of us blogged our trip, and we’ve posted a [lot of photographs](#) of the ancient and new faces of Turkey. Most important of all, the study tour has helped build a strong bond of friendship and shared learning experiences among members of Eastern’s community who had barely been acquaintances before.

from the *Vanguard* Archives: History of the Bard Fund

The February–March 1998 issue of *Vanguard* carried an announcement that the Executive Committee of the Connecticut Conference, AAUP, had established the Robert Bard Legal Defense Fund to “support litigation in cases or situations where AAUP principles of academic freedom, due process, or shared governance have been violated.” In her column, then-President Joan Chrisler wrote, “We are proud to announce the founding of the Robert Bard Legal Defense Fund. The Executive Committee has been discussing the establishment of such a fund for several years now. . . . I consider the announcement of the Fund in this issue of *Vanguard* to be our most important accomplishment this year.

“I am especially pleased that the Executive Committee voted to name the Fund in honor of Bob Bard, longtime Chair of Committee A. Bob’s retirement last Spring from the faculty of the University of Connecticut School of Law provided the opportunity to recognize his many years of service to the State Conference. . . and his dedication to providing advice and support to faculty colleagues throughout the state. The seed money for the Fund came from some grateful faculty who had benefited from Bob’s advice and assistance, and members of the Executive Committee have raised additional money and pledged to raise more. We hope to keep the fund going by encouraging individuals who receive grants and are successful in achieving positive outcomes to return to the Fund the amount they received.”

Since its establishment, the Bard Fund has assisted numerous faculty in the state in cases that resisted settlement through traditional academic structures; and the Fund has remained solvent through a steady stream of generous donations from Connecticut faculty and others who share its goals. Bob was proud of the work of the Fund that bears his name and happy that the Conference had this means at hand for the pursuit of justice.



Here we are in the entrance of the underground city of Cappadocia in Turkey! Left to right: Barbara Williams (Information Technology), John Landosky (Biology), David Stoloff (Education), Amy Brenner-Fricke (University Relations), Nancy Purvis (ECSU Police Officer), Steve Fricke (City of Norwich Firefighter), Kris Jacobi (Librarian), Walter Diaz (Dean of Students), Maritza Diaz (high school teacher), Jian-Zhong Lin (English), Burhan Kaya (tour guide, ECSU student. Not pictured because he was taking this photo: Neset Ulusal (tourguide, Turkey native; Masters student, comparative religious studies, University of Hartford).





# National News

## Statement of the AAUP concerning the Resignation of Gary Rhoades

### AAUP press release

The AAUP is extremely proud of the progress the Association has made during Professor Rhoades' tenure as General Secretary and is particularly appreciative of the conceptual and practical contributions he has made, as well as of his substantial fulfillment of his main charges.

Rhoades has been instrumental in effecting a dramatic turnaround in AAUP's finances, realizing operating budget surpluses and building a reserve fund. Income has been increased, expenditures have been prudently reduced, and financial oversight has been strengthened.

Through indefatigable travels in the field, Rhoades has provided positive presence and support for collective bargaining units, advocacy chapters, and state conferences in ways that have strengthened support for the Association. In addition to working effectively with major locals, Rhoades has been directly involved in and focused the Association's attention on numerous organizing campaigns, including three successful drives. Moreover, he has been central in successfully implementing the Association's joint organizing agreement with the AFT.

Under Professor Rhoades' leadership, the Association has intensified its focus on major challenges to shared governance. In addition to launching investigations of administrative violations of shared governance principles during Dr. Rhoades' tenure, the Association has designed and promoted a campaign to strengthen the right of faculty members to speak freely about campus policies and practices without fear of retaliation, as well as organizing national conferences and regional workshops on this theme. Moreover, Rhoades has enhanced interactions and relations with the Association of Governing Boards.

With Professor Rhoades as General Secretary, and based on nearly a century of Association policy formulation, the AAUP has responded more rapidly to current issues and events in higher education, and has become a far more clearly established and visible national and international presence. Further, Rhoades has positioned the AAUP effectively in work with the Higher Education Secretariat and in a national campaign for the future of higher education.

Yet there are fundamental differences of opinion between Rhoades and the majority of the Executive Committee, which have been unfolding for some time. These reflect varying approaches to how best to build upon progress toward further strengthening the AAUP, as well as differences about the Association's future direction, in its goals, policies, and procedures. There are also differences about the role, responsibilities, and authority of a general secretary.

In light of the extent of the differences of opinion and vision between the majority of the Executive Committee and the General Secretary, and in light of the fact that he is nearing the end of his three-year leave from his position as Professor of Higher Education at the University of Arizona, Dr. Rhoades has decided that he will be returning to that faculty position effective January 1, 2012, and will not seek a contract renewal as AAUP General Secretary. Moreover, Rhoades and the Executive Committee have agreed that as of June 6, 2011, Dr. Rhoades will relinquish all duties pertaining to the position of General

Secretary.... For the balance of his contract term with the AAUP, Professor Rhoades will remain an employee of the Association, referred to as Professor of Higher Education on leave from the University of Arizona and a member of the AAUP, and will pursue several projects of value to the Association.

Martin Snyder currently heads the AAUP national staff, as Senior Associate General Secretary.

## The Profession and the Recession

### AAUP press release

*It's Not Over Yet: The Annual Report on the Economic Status of the Profession, 2010–11* is now available.

According to the National Bureau of Economic Research, the Great Recession began in December 2007 and ended in June 2009. With a duration of eighteen months, this recession was almost double the length of the average post–World War II economic downturn. It was also notable for its severity. During the recession, the gross domestic product (GDP) declined 4 percent (even after controlling for inflation); the unemployment rate doubled, as nearly nine million private jobs disappeared, wiping out more than a decade's worth of job growth; and almost \$14 trillion in household wealth evaporated—an amount equal to an entire year's worth of economic production.

Although the worst recession since the Great Depression is now technically over, our analysis of faculty compensation and forecasts for state revenues indicates that the negative impact on higher education will continue for years in many states. Who outside the professoriate should care what happens to faculty salaries and benefits during a recession? Everyone who hopes to be employed in the future, bring home a paycheck, and have something left over to put into savings should care. The AAUP's annual Report on the Economic Status of the Profession provides the most up-to-date and comprehensive analysis available of faculty salaries at colleges and universities around the country.

## Annual Meeting of AAUP Censures One, Sanctions Two, Removes Censure from Two; plus Update

Delegates to the Ninety-seventh Annual Meeting of the AAUP voted to place Bethune Cookman University on the AAUP's list of censured administrations. Censure by the AAUP informs the academic community that the administration of an institution has not adhered to the generally recognized principles of academic freedom and tenure jointly formulated by the AAUP and the Association of American Colleges and Universities and endorsed by more than 200 professional and educational organizations. In addition, the meeting voted to remove the University of New Orleans and Loyola University New Orleans from its censured administration list. With this action, 49 institutions are now on the censure list. A special AAUP committee was commissioned five years ago. With these two censures removed, the work of this special committee is happily brought to closure.

In addition, the delegates voted to sanction Rensselaer Polytechnic Institute and Idaho State University. Institutions are sanctioned for infringement of governance standards after AAUP investigations revealed serious departures from generally accepted standards of college and university government endorsed by the AAUP.

**Update.** A new AAUP report has found violations of academic freedom in two cases at Louisiana's flagship public institution, Louisiana State University in Baton Rouge.

Details of all cases can be found on the [National website](#).

mark your calendars...

## ASC Fall Advocacy Workshop

Saturday, October 29, 2011  
Crowne Plaza Hotel  
6121 N Interstate 35  
Austin, TX  
Registration deadline 1 October; registration fee \$10.

Workshops and presentations on:  
Seven Myths about Academic Freedom and Tenure  
Faculty Handbooks and Shared Governance  
Government Relations  
A Faculty Agenda for Hard Times  
Governing Boards  
Chapter Development and the State Conference  
Academic Freedom  
Shared Governance, Faculty Senates, and AAUP

These sessions are designed to prepare the next generation of AAUP advocates. For more information please contact [Eizzie Smith](#) at National.

## AAUP Shared Governance Conference and Workshops

November 11–13, 2011  
Omni Shoreham Hotel  
Washington, DC  
November 11–13, 2011.  
Early registration fee \$300, due by October 14; thereafter, \$350

In addition to the presentation of papers, the AAUP will sponsor a series of training workshops for current and future governance leaders that will be spread out over the three days of the conference:

- Making campus and system-wide faculty governance bodies effective
- Developing the faculty voice in budget and long-range planning processes
- Countering the threat to academic freedom and shared governance posed by the *Garcetti* decision
- Fostering effective communication between faculty governance bodies and governing boards
- Evaluating faculty handbooks and incorporating AAUP principles into them
- Providing meaningful input into the selection and evaluation of administrators
- Fostering effective communication between faculty governance bodies and state and local governments
- Including contingent faculty in governance processes
- Developing effective relationships between faculty senates and AAUP chapters
- Recapturing and maintaining faculty control of the curriculum

This will be a unique opportunity to learn about best practices in faculty governance and to discuss governance issues with colleagues from across the country. For more information on the governance training workshops, please contact [Larry Gerber](#), AAUP Committee on College and University Governance.