President’s Message
Diana Rios, UCONN-AAUP President

Fall is here already for our academic purposes. Winter is coming. We have prepared and we will need more. Let’s continue to connect with each other about your union and what is still needed for positive action and successful inroads for negotiations. As you’ve learned from previous UCONN-AAUP forms of communication to the membership, teams have worked independently and collaboratively throughout the summer in order to create solid, informed negotiations on our side of the table. The magnitude of preparations have been tremendous—and I take my hat off to all who have been re-reviewing member survey data, e-mails and face-to-face feedback; conducting more focused research; asking necessary questions; and working on solid options. Now is not the time to slow down our process. Don’t rest yet. We are at the cusp of making significant changes on items that have direct impact on your job. At this time we need acceleration of participation, a broadening of the people who will volunteer to do small things like post a flyer, larger things like attend a lecture series or other forms of collective action. More action is need across all UCONN campuses. Click on the e-mails from us, please don’t delete them. Read these through and check the website for more updates on what’s happening with negotiations—with issues that impact you and your work.

Chief Negotiator’s Message
Michael Bailey, UCONN-AAUP Executive Director

As previously reported to you, the administration has decided to hire a law firm to represent their interests at the negotiation table. This is the first time since collective bargaining began at UCONN in 1976 that the administration has invoked this strategy. As of this date, they have chosen a firm but have not been able to secure the “Professional Service Agreement.” We have requested to see that agreement, once it is signed.

Experience in negotiations, in all levels from higher education to local government, has shown that when law firms are hired to represent the interest of parties, the process slows down. A response to a proposal becomes a “positional” counter-proposal and there is a lack of dialogue at the table. This interplay is counter to the shared governance commitment from the administration and the input requirement by faculty to balance their investment in the University. Please follow the Chief Negotiator’s Blog for updates on the negotiations.

There are many events and activities planned for this semester that will coincide with the negotiations. Your participation in these will be a significant statement to our community that the faculty are concerned about these negotiations and intend to be informed and engaged throughout the process.
As we begin negotiations, let us examine information that Howard Bunsis, Professor of Accounting at Eastern Michigan University and Chair of the AAUP Collective Bargaining Congress, presented to us in March of this year.

This is a comparison of salaries for UCONN and our peer institutions, using information from the 2014-15 AAUP Annual Report on the Economic Status of the Profession “Busting the Myths” and the UCONN Office of Institutional Research, the following was revealed for the AY 2013-14:

<table>
<thead>
<tr>
<th></th>
<th>Full</th>
<th>Associate</th>
<th>Assistant</th>
<th>Instructor</th>
<th>Lecturer</th>
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<tr>
<td>Rutgers</td>
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<tr>
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<tr>
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<td></td>
</tr>
<tr>
<td>Georgia</td>
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<td>$80,816</td>
<td>$77,068</td>
<td>$53,797</td>
<td>$59,885</td>
</tr>
</tbody>
</table>

The salary figure represents the contracted salary excluding summer teaching, stipends, extra load, or other forms of remuneration. Department heads with faculty rank and no other administrative title are reported at their instructional salary – excluding their administrative stipends. Where faculty members have duties for eleven or twelve months, salary is converted to a standard academic-year basis by applying the appropriate multiplying factor.

As you can see from the chart, UCONN faculty salaries rank above average with peers in all ranks except Assistants. The more important data that the AAUP has on hand is a longitudinal comparison with peers over the past two contracts, which included concessions prior to the end of the 2006-12 contract inclusive of two 0% increases. This information will be brought forward in the present negotiations.

**Why These Negotiations Matter (Bargaining Platform)**

Through negotiations the UCONN-AAUP seeks to ...

- promote the economic well-being of all UCONN-AAUP members through improved salaries, increased professional development funds, and other forms of compensation;
- address long-standing grievances of non-tenure track faculty;
- advance institutional and departmental shared governance;
- strengthen academic freedom;
- ensure fairness and equity in the tenure and promotion process;
- ensure fair and comprehensive teaching evaluations.
To kick-off negotiations for a successor collective bargaining agreement, we are pleased to announce the arrival of National AAUP President Rudy Fichtenbaum to the UConn campus. In the first of the Chapter’s lecture series raising awareness for contract negotiations, Professor Fichtenbaum will be lecturing on “Neoliberalism, Corporatization and the Crisis in Higher Education” - Professor Fichtenbaum explains, “Much has been written about the corporatization of higher education i.e., running institutions of higher education as if they were businesses. In public higher education, we have seen concerted defunding accompanied by corporatization of institutions, e.g. the metastatic growth of administrative spending. The resulting rising tuition and fees along with skyrocketing student debt are all part of the broader campaign aimed at privatization and the elimination of public goods. This talk will place the use of the corporate model in higher education in the broader context of the neoliberal agenda, which has been ascendant for the last 40 years. This agenda has at its foundation, the rule of markets, cutting taxes on the wealthy, reducing public expenditures that support working and middle class families, mass incarceration of African American males, deregulation, privatization, and the elimination of public goods. This talk will show that placing the use of the corporate model in higher education in this broader context, has implications for how the AAUP should respond to the current crisis in higher education”.

This talk will take place on September 10, 2015 at 1:00pm on the Storrs Campus in the Student Union Theatre.

This talk is open to the UCONN campus community and streamed online at https://mediasite.dl.uconn.edu/Mediasite/Play/9578a26cb60d4cc0aa3a716420c83b321d.

Any inquiries about the lecture series can be directed to Chris Henderson at chenderson@uconnaaup.org

**IMPORTANT: Chapter Communication During Bargaining**

During these historic upcoming negotiations with University administration, we want to make sure that every member is informed of what is transpiring at the negotiation table. Additionally, we do not want these negotiations to be merely a distant spectator event but a process in which you can actively engage in. One such example is attendance at the lecture series.

In order to inform the membership of what proposals are being exchanged, what is being agreed to, or what the Chapter’s stance is on the state of negotiations, Michael Bailey, our Executive Director, will be updating and maintaining the “Chief Negotiator’s Blog”. This blog will be housed on the Chapter’s website at http://www.uconnaaup.org/category/contract-negotiations/. This blog will be updated after every bargaining session. However, we will send out email notices to your UCONN accounts informing you that it has been updated and provide you with a link to the blog.

In addition, whenever we plan to hold an event or action throughout the campaign, we will send an email to your UCONN account prompting you to check the website for specific information.
Departments/Units with an UCONN-AAUP Representative will be on hand to relay information to unit members as well. For departments or units without an AAUP Representative, another faculty member charged with disseminating information and getting members involved will work with unit heads or speak to departments directly to make sure those departments are not left out of any specific or special correspondence.

The general theme of this campaign is “Unleash the Faculty Voice. Faculty Taking the Lead” and we want these negotiations, both in our contract proposals and our collective actions, to reflect that sentiment. The University is only as strong as the strength of the faculty voice; therefore be sure to stay informed and ‘speak up and speak out’.

Save the Date: Membership Meeting

The UCONN-AAUP Chapter is holding a Membership Luncheon Meeting on Thursday October 29 from 12 noon – 2pm in the Storrs Student Union Rm. 330. An update on contract negotiations will be the main focus point of the meeting. Please do your best to attend and make your voice heard.

Workplace Relations with Graduate Employee Union

The Graduate Employees Union, United Auto Workers Local 6950, reached an agreement with the University for a collective bargaining agreement that went into effect July 1, 2015. As with all collective bargaining agreements, a grievance process is included for violations of the terms and conditions of employment.

It is important to note that any GEU-UAW grievance would be filed against the employer for a violation of the agreement, not against an individual, such as a faculty member. If a faculty member were to receive a grievance letter from the GEU-UAW indicating a violation of the agreement, they would be represented by the University Office of Staff and Labor Relations. However, if a faculty member wanted to have AAUP present during a grievance hearing to observe, the AAUP would make a request for attendance with Labor Relations.

If a faculty member is notified of a grievance, in addition to calling Labor Relations, please notify the UCONN-AAUP and we will act accordingly.

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

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**Upcoming UCONN-AAUP Events – Save the Dates** -

September 10 – Lecture Series - 1 pm - Student Union Theatre, Storrs  
- Professor Rudy Fichtenbaum, National AAUP President, presents “Neoliberalism, Corporatization & the Crisis in Higher Education”

September 30 – Lecture Series - 1 pm - Student Union Theatre, Storrs  
- Risa Lieberwitz, Esq. presents “Academic Freedom & Civility”

October 22 – Lecture Series – 1 pm – Student Union Theatre, Storrs  
- Professor Ellen Schrecker presents “The Corporatization of Higher Education & the Role of Collective Bargaining”

October 29 – UCONN-AAUP Membership Luncheon - 12noon – Storrs Student Union Room #330  
- Bargaining Updates