

The Professional

**American Association of University Professors
Hofstra University Chapter**

The Professional is the
Official Newsletter of the
Hofstra Chapter of the
American Association of
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Editor

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President's Message

As we begin this semester, our country is facing an economic situation that is having an effect on almost every segment of the population. It is particularly in times like this that we appreciate the protections provided in the Collective Bargaining Agreement negotiated with the University. The economic situation will undoubtedly have an impact on the ability of some students to pay the Hofstra tuition and the University's investments will not be immune to the factors affecting the market. There will understandably be some belt-tightening by the University but, as President Rabinowitz indicated in his State of the University address to the faculty, our contract will be honored.

Much hard work goes into not only negotiating the contract but enforcing it and dealing with issues that arise between negotiations. This work is done by us - by faculty in our bargaining unit. I truly value the opportunity to have participated in this work with so many caring and dedicated faculty and I feel honored that you have entrusted me to serve as president of our union for these past 18 years. I will be retiring after this semester - after 43 years at Hofstra - but I leave with the highest confidence in the strong leadership cadre that we have built and who will be guiding us into the future. The members of our Executive Committee and Council have been working tirelessly on the behalf of the faculty and our new Administrative Coordinator, Lenora Daniel, is doing a fantastic job of running our office. We also need to extend a special thanks to Sandi Stacki, who has generously volunteered to serve as interim treasurer at a time in the year when we not only have

the usual treasurer duties to be fulfilled but myriad financial forms to be filed. We are fast approaching that time of year when AAUP elections are held - both national and chapter elections - and I urge you to consider volunteering yourself or urging a colleague to volunteer for a position. To maintain a vital and effective union, we need to continuously bring new members into the leadership. This year, we will hold elections for First Vice-President, Recording Secretary and Treasurer as well as for one Steering Committee Member; the Request for Nominations will be issued by early in March.

One of the items on my agenda before leaving is to revitalize our chapter committees and taskforces. With the turnover in office staff, we have unfortunately fallen behind in organizing our committees but I hope to rectify that. If you have volunteered for a committee, expect to get a call to meet. And if you haven't yet volunteered, please sign up on the form elsewhere in this newsletter. There are many issues we need to address and the more faculty involved, the better we can address your concerns.

I look forward to working with you as we move into the semester and invite you to join us in making our union work.

Estelle

**Estelle Gellman, President
Hofstra Chapter AAUP**

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AAUP Summer Institute

The twenty-ninth AAUP Summer Institute was held July 24–27 at the University of Rhode Island’s Kingston campus. Over 130 academic professionals, representing a diverse range of academic institutions across the U.S., joined together to learn new ideas and skills aimed at strengthening our professorate. Sixty-three AAUP chapters, from Alaska to the Caribbean, sent representatives to the Ocean State. More than half of those registered were first-time attendees, perhaps reflecting a renewed interest in collective action and professional academic unionization. Faculty are more often asked to bear the brunt of financial belt-tightening, as the compensation and influence of University administration (i.e. management) continues its unprecedented growth. Many of those I met at URI this year shared with me the increasing frustration of faculty at their respective campuses—both public and private—over ever increasing workloads, declining wages/benefits, and/or an overall drop in academic standards as the “student (as customer) is always right” ethic rules the day. It is a fact that administrator salaries/benefits are way up from 2 decades ago while faculty compensation is down according to the *Chronicle*—the same period in which teaching outcomes assessment (prove you are worthy!) and outrageous CEO pay/bonuses became “necessary.” On many campuses, faculty are a favorite target for administrators as they raise tuition levels, perhaps because there are more of us than there are of them. No wonder why teacher unions are more popular nationally!

The Summer Institute curriculum is usually presented by leaders in academic advocacy from the national AAUP office: Cary Nelson, AAUP President; Nick Manicone, AAUP General Counsel; Mike Mauer, AAUP Director of Organizing and Services; Eric Combest, Bob Kreiser and Anita Levy, AAUP Department of Academic Freedom and Tenure; John Curtis, AAUP Director of Public Policy; and Nicole Byrd, AAUP Government Relations. There are also leading faculty presenters featured, from both large and small AAUP chapters: University of Illinois, University of Delaware, Central Connecticut State, Kent State University, Rider University, University of New Hampshire, University of Rhode Island, California State University, University of Connecticut, Wright State University, University of Akron; University of Alaska, Eastern Michigan University, University of Kansas, Emerson College, North Carolina State College, Wartburg College.

As you can see, this year’s Institute attendees came from a variety of public and private institutions; they also represented the full-range of academic employment: tenured, tenure-track, or adjunct faculty. There were also institutional reps from so-called advocacy chapters, those schools without formal labor contracts with their administration but which collectively demand faculty representation and/or resolution of employee salary/benefit grievances and/or workplace disputes.

This year’s Institute workshops provided in-depth training in areas such as preserving tenure, working with higher education data, writing or revising faculty handbooks, engaging in shared governance, conducting effective lobbying and communications campaigns, and organizing contingent faculty, as well as in subjects specifically related to collective bargaining, such as contracts, grievances, and arbitration cases.

This was my third Summer Institute, having attended earlier seminars at the University of New Hampshire and Portland State University. I thought it was the best one so far. My first class began on Thursday when AAUP President Cary Nelson provided an historical presentation on the AAUP beginnings. In 1915, John Dewey and other professors from some of America’s elite universities: Columbia, Yale, Johns Hopkins, among others, joined together to demand academic freedom and a tenure system for college professors. A few years earlier, a celebrated Stanford economics professor, Dr. Edward Ross, was fired for speaking out publicly against the Gold Standard, which Leyland Stanford supported; Stanford’s wife reportedly demanded that Ross be punished for his “disloyalty” to Stanford. What originally started out as a collective effort to protect professors from arbitrary punishment (and termination) for exploring or espousing unpopular ideas in public, soon became one of the most important educational reform movements of the 20th century. Over the next four decades, empowered as well by New Deal labor legislation, the AAUP developed into a national advocacy organization devoted to the protection of academic freedom, tenure, and enlightened public policy that supports higher education today. Just this month (2/2009), the U.S. Court of Appeals offered a ringing endorsement of the economic basis for tenure and the interconnection among tenure, economic security, and academic freedom. In its decision in *Otero-Burgos v. Inter-American University*, the Court relied heavily upon the AAUP’s “friend of the court” brief as well as on AAUP policies regarding tenure. (The U.S. effectively ended the Gold Standard in 1933 as a New Deal reform to stop wealthy Americans from hoarding wealth during the Depression. Dr. Ross still seems way ahead of his time.)

On Friday, I began a two-day, intense collective bargaining workshop that was designed for present and future bargaining team members. Our teacher was Susan E. Moeller, Ph.D., who teaches Finance at Eastern Michigan University (EMU) and who recently served as Lead Contract Negotiator for its AAUP Chapter there. (This seminar, and the annual grievance and arbitration workshop, usually draw the largest number of registrants.)

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The Adjunct Angle—How the AAUP Makes Working at Hofstra Better for Adjuncts

Each *Collective Bargaining Agreement (CBA)* between the University and the AAUP provides for a number of adjunct faculty rights and benefits. In a previous article, promotions for adjunct faculty have been discussed. Continuing to explore the rights and benefits of adjunct faculty at Hofstra University, the next direct financial benefit is the seniority bonus. Adjunct faculty who have been employed for ten semesters receive a 5% raise. Then after the 20th and again after the 40th semesters employed, the adjunct faculty member receive an additional 6% raise.

President Rabinowitz announced that the University would meet all of its for faculty raises. That's because the AAUP has strong support from the faculty. Thus the adjuncts will continue to have work here at Hofstra.

When an adjunct faculty member finds that an inequitable working condition exists, the AAUP represents the adjunct faculty member. A majority of the grievances handled by the Hofstra Chapter AAUP are on behalf of the adjunct faculty.

These are some of the things that the AAUP does for adjuncts. What other benefits would adjunct faculty want? The AAUP wants to know. As your representative to the AAUP, I want to know. What else do you need to do your jobs to the best of your ability?

When you answer, remember that when you join the AAUP you help the AAUP help you. Let Hofstra University know you care about how adjunct faculty are treated as we perform our very necessary jobs. AAUP dues for adjunct faculty are only \$54.00 per year. Securing your voting rights for a new *CBA*, you will also be represented by the AAUP. Increased union membership will allow the AAUP to bargain for additional rights and benefits in the new *CBA*. Join now and be a member for 2009.

Richard Pioreck

Recording Secretary, Hofstra Chapter, AAUP
Adjunct Associate Professor

News From Retirees



Professor Emerita Natalie Naylor

The next general meeting of the Hofstra Association of Retired Professors (HARP) features Professors Meena Bose and Mark Landis discussing the "Obama Presidency: Promises and Reality." The program is scheduled for Wednesday, March 25th at 12:30 p.m.

At HARP's fall meeting in October 2008, Professor Emeritus Hy Enzer read and spoke about a book he recently co-edited, *Episodes and Fragments: A War and Peacetime Memoir*, by Kurt Fuchel (2008, Xlibris publication). At the age of seven, Fuchel went from pre-World War II Vienna to Norwich, England with the *Kindertransport*. He eventually came to America, became a mathematician, and headed the Applied Mathematics and Computing Department at Brookhaven National Laboratory in Yaphank.

HARP, now in its sixth year, hears from time to time from members who have moved away from the New York area. Among those who sent greetings recently are Al Tepper from California, Carolyn Ackerman from Massachusetts, and Elsie Reynolds in Florida.

Natalie Naylor

Professor Emerita
Hofstra University

(following a brown bag lunch earlier for HARP members) in Room 127 of the Student Center (the Middle Plaza Room). The discussion of the Obama presidency is open to all members of the Hofstra community.

Future HARP plans include involvement in the University's 75th anniversary in 2010. We hope to share first-person memories about Hofstra's history.

Do You Think You May Have a Grievance?

Violations of the *Collective Bargaining Agreement*, the *Faculty Policy Series*, or the *Faculty Statutes* may and do occur, and there are specific procedures to be followed when filing a grievance. Since there are time limits within which grievances may be filed, we urge you to contact the AAUP if you feel that a grievable action has occurred.

If you have any questions or concerns about your compensation, benefits or working conditions, please call the Hofstra Chapter AAUP office at extension 3-5409 or e-mail Dennis Mazzocco at Dennis.W.Mazzocco@hofstra.edu

Ninety-Fifth Annual Meeting of the AAUP

Join your fellow AAUP members at the historic Omni Shoreham Hotel in Washington, D.C., June 11-14, 2009, for the 95th Annual Meeting of the American Association of University Professors.

The theme of the 95th Annual meeting of the AAUP is *Sustaining Our Open Environment*. In conjunction with the Annual Meeting, the AAUP will host *Globalization, Shared Governance, and Academic Freedom, An International Conference*. This conference will explore questions such as:

- What is the state of academic freedom around the world and in the United States of America?
- Can scholarship survive in an era of secrecy and censorship?
- Who is making decisions in the corporate university?
- What happened to shared governance?
- How do we address the excessive use of contingent faculty?
- How are public policy decisions at the national and state levels affecting higher education?
- What are the personal, professional, and institutional responsibilities of faculty?

The registration fee is \$200 for the *Globalization, Shared Governance, and Academic Freedom* conference alone. AAUP annual meeting registrants may attend sessions of the conference at no additional charge.

Additional information including a preliminary schedule of events is available on the national AAUP website at www.aaup.org/AAUP/about/events/AM/.

AAUP Summer Institute *(Continued from page 2)*

Collective bargaining participants typically spend the first day learning about the political and idiosyncratic nature of contract negotiations. We learned about the often-massive disbursement of money and resources that university administrators will use to defeat a well-organized contract drive, simply because they may result in more pay or benefits for the faculty. We were critiqued on our negotiating skills as well as tested on our knowledge of current issues as we conducted simulated negotiations with our team members.

We learned how to select a negotiating team and a chief negotiator, as well as how to improve communication between the negotiating team and the chapter. Our chief negotiator for the session was H. Michael Cheung, Ph.D., a very impressive leader from the University of Akron AAUP Chapter (Mike also teaches Chemical Engineering when he is not representing his colleagues at the bargaining table).

On Saturday, Dr. Moeller invited EMU's AAUP Chapter President and Accounting Professor, Howard J. Bunsis, Ph.D. (and M.B.A., as well as J.D.) to give us his take on the changing academic work environment we currently face as negotiators. In 2007, EMU's 630-member faculty struck over unresolved salary demands, intellectual property and adjunct issues, and workload increases in the Nursing department. The strike only lasted one week, but it helped to galvanize faculty support and solidarity in ways that Moeller and Bunsis report had not been seen in recent years.

EMU's president, John Fallon, on the other hand, who took a very militant stand against the union, was later fired. The Board of Regents found that EMU administrators covered up news of a rape and murder of a student that occurred just three months after the faculty strike. I listened to my colleagues, I kept thinking of that famous 1930s labor motto that unions only first came into existence because of exploitative, abusive, or conniving managers and owners. Indeed, I am proud that Hofstra, for the most part, has not faced what many other AAUP schools have recently; I hope we can continue to have excellent relations with our administration here.

The Summer Institute also provides several social networking opportunities that truly help to build solidarity and community. This year, taking advantage of the Newport local scene, attendees also enjoyed excursions—a New England clambake feast and an outing to Newport that included a tour of the famous mansion-lined Bellevue Avenue. More than an informative and enjoyable opportunity to build skills and gain knowledge, the AAUP's annual Summer Institute is a call to action.

The *2009 Summer Institute* will be held July 23-26 at Macalester College in St. Paul, MN.

Dennis W. Mazzocco

First Vice-President for Grievances
Hofstra Chapter AAUP

Q&A: Research and Scholarship Support for Faculty

Q: What research and scholarship support is available to not-yet-tenured faculty appointed after August 31, 2006?

A: All not-yet-tenured faculty appointed after August 31, 2006 shall receive six credits of released time to be taken prior to their sixth year of service. At the faculty member's option, up to three credits may be taken in either the first or the second year. A faculty member shall notify the Department Chairperson of his/her intention to take released time in the first semester at least 30 days prior to the start of that semester (or within one week of the date of the appointment letter if it is later). For released time taken in any other semester, the Department Chairperson must be notified no later than the second week of the semester prior to the semester in which the faculty member desires to take a reduced load. The Department Chair shall make every effort to schedule the reduced load in the requested semester, and, at the latest, the released time shall be granted in the following semester. This released time may be combined with banked time to enable a faculty member to be excused from teaching responsibilities for one semester. This released time may be distributed, at the option of the faculty member, over several semesters but the use of these credits in a single semester is limited to the third, fourth, or fifth year. Permission of the Provost and the positive recommendation of the Department Chairperson and the Dean are necessary in order to be released from teaching responsibilities for a semester. Faculty may not take overload in a semester in which released time is taken. [CBA 6.18]

Q: What research and scholarship support is available to not-yet-tenured faculty appointed prior to August 31, 2006?

A: All not-yet tenured faculty appointed prior to August 31, 2006 (and not included in CBA 6.19), and who have received a positive recommendation for reappointment, shall receive three credits of released time to be taken prior to their sixth year of service. The Department Chairperson must be notified no later than the second week of the semester prior to the semester in which the faculty member desires to take a reduced load. The Department Chairperson shall make every effort to schedule the reduced load in the requested semester and, at the latest, the released time shall be granted in the following semester. The released time may be combined with banked time to enable a faculty member to be excused from teaching responsibilities for a semester. Permission of the Provost and the positive recommendations of the Department Chairpersons and the Dean are necessary in order to be released from teaching responsibilities for a semester. Faculty may not take overload in a semester in which released time is taken. [CBA 6.18]

Q: In addition to Special Scholarly Leaves and Special Teaching Leaves (see CBA 6.17), what additional research and scholarship support is available to tenured faculty?

A.: All faculty tenured as of September 1, 2008 shall be eligible for either a three credit load reduction or a research grant in the amount of four thousand five hundred dollars (\$4500) once during the third, fourth, or fifth year of the current Collective Bargaining Agreement (i.e., the academic years commencing on September 1, 2008, September 1, 2009, and September 1, 2010), subject to the following terms and conditions:

1. The faculty eligible to take this opportunity each year shall be chosen by random lottery (by department). The number to be selected each year shall be distributed as evenly as possible over the three years. Decisions regarding the semester in which a reduced load may be taken shall take into account both departmental and faculty needs.
2. Faculty members may exchange eligibility years subject to the operational needs of the department.
3. Eligible faculty may elect to take either a reduced load or a research grant, except that the University is not required to permit more than sixty percent of the tenured faculty eligible in any one year to take a reduced load. If more than sixty percent of the eligible faculty elect to take a reduced load in any one year, the decision about who is entitled to take a reduced load shall be determined by lottery.
4. No overload may be taken in a semester in which a reduced load is permitted; overload may be taken with a research grant.
5. Eligible faculty members seeking either a reduced load or a research grant must present a proposal for a scholarly publication or project, consistent with departmental guidelines based upon the particular discipline, including peer review where appropriate for such discipline. In exceptional cases where the Dean determines that the nature of the project requires measurable stages of completion, such as an extensive empirical project or book, the proposal should describe with particularity the portion of the work to be completed and the appropriate benchmark to measure such completion. Provided the proposed scholarly project meets these criteria, and without considering any prior record of scholarly activities, the proposal shall be approved by the appropriate Dean.
6. The faculty member is responsible for the completion of the work specified in the approved proposal, including peer review and publication or equivalent dissemination, where appropriate. Completion of the work specified in the approved proposal is required for any further consideration for a future grant or further loan reduction. [CBA 6.19]

AAUP Has New National Headquarters

In December 2008, the national AAUP moved to its new offices located at 1133 19th Street, NW where it occupies the second floor (Suite 200). The building is between L and M streets, and the new zip code is 20036. The lease for the previous office was due to expire, and the landlord there insisted upon a large rent increase. The AAUP explored new rental options and located a more appealing space at a surprising financial savings.

Significant upgrades include:

- A striking contemporary entry area for the AAUP offices;
- An open office space area all on one floor;
- Two conference rooms;
- A 75-seat auditorium on the first floor of the building which may be reserved by any tenant of the building;
- An inviting neighborhood with a large bookstore, a variety of shops and restaurants, and proximity to subway stops and Dupont Circle.

Hofstra Chapter AAUP members are invited to visit the new national AAUP offices!



AAUP Receptionist Ms. Debra Hanible in the New National AAUP Reception Area

Photograph Courtesy Michael Ferguson, AAUP

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