

CENTRAL INTELLIGENCE

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CSU Lobby Day

By Cindy White, CCSU-AAUP President

CSU-AAUP and SUOAF-AFSCME will be hosting the 2nd Annual CSU Lobby Day on Wednesday, March 29. The goal of CSU Lobby Day is to focus legislative attention on the plight of public higher education in Connecticut and specifically, the needs of CSU. Faculty participation in this effort is critical. We need to tell our legislators why funding higher education should be a priority for them.

Over the past year, I have visited a number of departments and discovered what I already knew to be true - we all have inadequate resources to do our jobs. There are not enough full-time faculty members to meet the demands placed on us. Adjuncts are also often put in a position to do their jobs without adequate resources. The lack of positions, support, and resources jeopardizes the quality of our efforts and our ability to provide our students with the education they deserve.

Additional funding is the key to improving our working conditions. To that end CSU-AAUP is again filing a joint bill with UCONN-AAUP and the Congress of Connecticut

Community Colleges (the 4C's) to provide funding for additional full-time faculty lines at Connecticut's institutions of public higher education. We are also supporting the Administration's request for additional operating and bonding funds.

I urge you to attend CSU Lobby Day, make personal contact with your legislators and ask their support for our bill and additional funding for

CSU. There will be a legislative breakfast from 8:30-10:30 a.m. at the State Armory, and the CSU-AAUP staff and lobbying firm will be helping to set up appointments with your legislators.

If you are interested in participating or would like more information, please contact Ellen Benson at (860) 832-3793.

Chapter Meeting/Contract Negotiations

CCSU-AAUP will be holding a Chapter Meeting on March 15, from noon to 2:00 pm in the Connecticut Room of Memorial Hall. One of the major components of the meeting will be a discussion about priorities for contract negotiations. While contract negotiations do not begin until the fall, the negotiating team has been appointed and has distributed a negotiation preparation survey, which needs to be returned by March 17th.

The negotiating team will be meeting during Spring Break to discuss the results of the survey and will be presenting the top issues to the CSU-AAUP Council at its meeting in

April. The negotiating team will then receive direction from the Council at the May meeting.

Therefore, while negotiations do not begin until the fall, the priorities are set by the end of the academic year. Your input should be given as soon as possible and the Chapter Meeting will be a great opportunity for the CCSU-AAUP membership to exchange ideas about upcoming negotiations.

The members of the CSU-AAUP negotiating team from CCSU are Carol Shaw Austad, Psychology; Cindy White, Communication; and George Murphy, Math.

SCSU Administration Disciplinary Actions

There are growing concerns about a culture change going on currently at Southern Connecticut State University. In the past eighteen months, there have been six cases in which the disciplinary procedures of the CSU-AAUP/BOT Contract (Article 16) have been used against faculty; under the previous administration, such actions were very rare; only six in the previous decade. Several of these actions, in the opinion of the SCSU-AAUP Executive Committee, have occurred precipitously, without sufficient investigation of facts, without appropriate discussion with the accused faculty member prior to the beginning of the disciplinary procedure, without sufficient or appropriate attempts at mediation with the union prior to initiating disciplinary action, and were handled by Human Resources rather than by Academic Affairs.

The new culture is one in which interrogation and punishment have too often preceded and/or displaced mediation. Even when, after often months of uncertainty, disciplinary action is dropped for lack of sufficient cause, the negative effects of the unfounded accusation remain. The SCSU-AAUP Executive Committee is currently working very diligently to press the administration to mediate first. As a concrete initial step, they are asking that the Provost handle these issues rather than Human Resources.

The concern is that these cases are currently being processed with insufficient knowledge of or concern for the particular culture of an *academic* institution. The Executive Committee recognizes that the previous administration was very *laissez-faire* in many matters and the current administration wants more consistent procedure and structure. The AAUP can support those aims as long as they don't infringe on the necessary ethos of an academic community. This includes full respect and investment in collegial, collective governance and academic freedom in order to "promote the quality and effectiveness of education" in the CSU system, as laid out in the preamble to the Contract.

A culture of interrogation and discipline as incipient threats will adversely affect all of us as faculty members. The SCSU-AAUP Executive Committee is asking for the support of all AAUP members in ensuring that the environment for faculty guarantees sufficient security and academic freedom to allow us to do our jobs well.

Upcoming Events

Contract Negotiations Forum, Thursday,
March 9, 4:00-6:00pm, Marcus White Living
Room

Contract Negotiations Forum, Friday, March
10, 12:00-2:00pm, Marcus White Living
Room

CCSU-AAUP Chapter Meeting, Wednesday,
March 15, 12:00-2:00pm, Memorial Hall,
CT Room

CSU Lobby Day, Wednesday, March 29, 8:30-
4:00pm, Legislative Office Building,
Hartford

Bullying in the Workplace

Drs. Gary and Ruth Namie will be at CCSU on Monday, April 24 to discuss "Bullying in the Workplace". They are national bullying experts seen on Dateline NBC, the Today Show, Nightline, Good Morning America, CNN In the Money, and Anderson Cooper. They founded the Workplace Bullying and Trauma Institute and have co-authored a book entitled *The Bully At Work*.

Drs. Gary and Ruth Namie will discuss "The Bully at Work: Who Bullies? Who Gets Bullied? And why?" at Founders Hall from 12:00-1:30. The event will be open to the CCSU community including administration, faculty, staff, and students. Refreshments will be served.

There will be a second event for faculty and staff from 3:30-4:30 in Davidson 123 entitled "A Conversation with The Work Doctors, Gary and Ruth Namie." Light refreshments will be served.

Drs. Gary and Ruth Namie will also present a lecture, "Workplace Bullying: A Silent American Epidemic", open to the public, from 7:00-9:00 in Torp Theatre. Dr. Gary Namie will discuss the phenomenon that afflicts higher education and help others learn they are not alone.

Come and learn about solutions available to courageous institutions and their leaders. Please visit their website, www.bullyinginstitute.org, for more information.