

Advocate

The New Jersey State Conference of AAUP

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State Oversight of Higher Education

by Peter P. Guzzo,
TTP Government Relations



Currently, one of the key pending issues that relate to higher education which the New Jersey State Legislature expects to address is increased oversight of public higher education. Senator Raymond Lesniak (Democrat, District 20 – Union County) introduced Senate Bill No. 1609 on April 7, 2008, entitled a bill

to provide for improved structure, financing and fiscal management of public higher education in New Jersey. Assemblyman Patrick Diegnan (Democrat, District 18 – Middlesex County), Chair of the Assembly Higher Education Committee, introduced an identical bill, Assembly Bill No. 3245, on October 6, 2008.

State Commission of Investigation (SCI) Report

The bills, and the urgency that led to their introduction, stem from a

report issued on October 27, 2007 by the State of New Jersey's Commission of Investigation (SCI) entitled *Vulnerable to Abuse: The Importance of Restoring Accountability, Transparency and Oversight to Public Higher Education Governance*. The SCI began looking into spending at the State's 12 colleges and universities after questions mounted about financial practices at UMDNJ. The report was the result of a two year

[See Oversight 5]

Nominations Sought

Up for election at the April 2009 Annual Meeting will be five positions: President, Vice President, and three at-large seats on the Executive Committee of NJ AAUP. We seek representation from throughout the state of New Jersey. The term of office is two years, and the Executive Committee meets six times a year. Interested? Please contact any one on the NJ AAUP Nominating Committee: Alex Trillo of Saint Peter's College <atrillo@spc.edu>, Dan O'Connor of Rutgers University <oconnor@scils.rutgers.edu>; and Judith Johnston <johnston@rider.edu>.

NJCHE Fails to Endorse a Standard of 40% Full-Time Faculty

by Judith Johnston,
NJAAUP President

The members of the NJAAUP Executive Committee are disappointed that the NJ Commission on Higher Education, when it approved new licensure standards for colleges and universities, decided not to require 40% full-time faculty. A 40% ratio was recommended by the advisory committee set up by the NJCHE.

The NJAAUP member of that advisory committee, Dr. Fernando Padro, argued that a high percentage of full-time fac-

[See NJCHE 2]

NJCHE

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ulty maintains institutional quality and ensures consistency of faculty credentials. But opposition to the ratio from the council of presidents weighed strongly in the final NJCHE decision.

Since the state does not demand data to ensure that already licensed institutions are able to maintain the standards which they originally met, the NJCHE depends on Middle States reviews. Accreditation becomes a proxy for compliance, even if accreditation happens every ten years (with a 5 year periodic review in preparation for reaffirmation).

New Jersey college students deserve higher standards from the state Commission on Higher Education.

In this Advocate

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Special Interest Research and Study Centers in the Academy



Mary Burgan, keynote speaker Annual Meeting

by Mary Burgan,
past AAUP General Secretary

The word “university” suggests an institutional structure that can harbor a multiplicity of studies that are disparate yet unified by the commitments of their professors to pursue them under shared ideals of academic freedom. In the past decade or so, however, issues of academic universality have become ever more vexed by increased private spon-

[See Special Interest Research 6]

President's Corner

by Judith Johnston,
NJ AAUP President



This fall begins my fourth and final year as President of the NJAAUP. We've accomplished a great deal, AAUP advocacy chapters and bargaining unit chapters, at both private and public institutions. Let's review some of New Jersey's accomplishments.

Saint Peter's College was honored this year by the national AAUP for its exemplary work on ending sexual harassment and discrimination on campus.

UMDNJ won this year a competitive AAUP-CBC grant to do a gender equity study of faculty salaries.

New AAUP Chapters are now organized on the campuses of Princeton Theological Seminary and Centenary College, thanks to the organizing work of Pat Shaw from the national AAUP, Jeff Halpern of Rider University and the national AAUP, and, as state president I also gave advice and encouragement. We look forward to supporting these new chapters, and we also hope to give

some of their new leaders training opportunities.

During the past four years, Drew University and Georgian Court University both hosted AAUP Leadership Training Workshops on their campuses, sponsored by the NJ state conference AAUP. We stand ready to offer more of these on-campus workshops—just ask!

The pleasure of serving for two years as an officer of the AAUP Association of State Conferences reminded me just how crucial state AAUP conferences can be in helping strengthen both new and long-existing campus chapters.

Send me news of your chapter's achievements! Let us publicize your successes.

Begin to encourage your chapter leaders to consider attending the 2009 AAUP Summer Institute, which will be in Minnesota, in the Twin Cities area. Partial funding is available.

All who have attended a Summer Institute come back to their home chapter with a network of friends nationwide and a collection of new strategies for reinvigorating faculty activities within AAUP.

St. Peter's College Honored by AAUP

At its annual meeting in Washington, D.C., the AAUP recognized two AAUP chapters, the Saint Peter's College (NJ) chapter and the Wright State University (OH) chapter, with the Beatrice G. Konheim Award. This award was established in 1975 to recognize distinguished achievement in advancing the Association's objectives in academic freedom, student rights and freedoms, the status of academic women, the elimination of discrimination against minori-

ties, or the establishment of equal opportunity for members of college and university faculties.

The Saint Peter's College chapter of the AAUP was recognized for its work on increasing public awareness of and addressing issues concerning sexual harassment and discrimination on campus.

In fall 2005, the chapter presented the results of a 2004-05 Higher Education Research Institute (HERI) study to the college com-

munity. According to the study, 22.7 percent of the female faculty of Saint Peter's College said that they had been sexually harassed at the college (compared with 7.1 percent reported by female faculty at cohort colleges). These numbers (both for Saint Peter's and its cohorts) had been consistent in the HERI results since 1999.

The AAUP chapter conducted a follow-up study to investigate the

[See St. Peter's 5]

AAUP-UMDNJ's Gender Equity Study of Faculty Salaries

Bob Witkowski, by AAUP-UMDNJ Labor Representative

UMDNJ's AAUP Council of Chapters has been awarded a \$10,000.00 Grant from AAUP-CBC to assist in the cost of a Study in Gender Bias within the Faculty of the University of Medicine & Dentistry of New Jersey.

The study was motivated by the efforts of a faculty member and several departmental colleagues at the UMDNJ - New Jersey Medical School in Newark, N.J. The faculty members made a request to the Custodian of Public Records, Department of Government Public Affairs for the Salary information available under the Open Public

[See Gender Equity 7]

NJAAUP Executive Committee 2008-09

Judith L. Johnston, President (2007-2009)

Department of English
Rider University, 2083 Lawrenceville Rd.,
Lawrenceville, NJ 08648
campus email: johnstonatrider.edu
campus voicemail: 609-895-5580

Vivienne Gilroy, Secretary (2008-2010)

Emeritus Professor of Psychology, UCC
email: vgilroyatverizon.net

Matthew Fung, Treasurer (2008-2010)

Department of Economics and Finance
Saint Peter's College, 2641 Kennedy Blvd., Jersey
City, NJ 07306
campus email: mfungatpc.edu

Nancy R. Stevenson, Member at large (2008-2010)

Department of Physiology & Biophysics
UMDNJ-RWJ MS, 675 Hoes La, Piscataway, NJ
08854.
campus email: stevensoatumdj.edu

Amy Bahruth, Member at large (term expires 2010)

Labor Studies, Rutgers University
office: Labor Ed. Center room 170, 50 Labor Center
Way, New Brunswick, NJ 08901
campus email: abahruthatrci.rutgers.edu

George M. Kapalka, PhD, ABPP, Member at large (term expires 2009)

Department of Psychological Counseling
Monmouth University, West Long Branch, NJ 07764
campus email: gkapalkaatmonmouth.edu

Dan O'Connor, Immediate Past President

LIS/SCILS, Rutgers University, 4 Huntington St.,
New Brunswick NJ 08901-1071
campus email: oconnoratscils.rutgers.edu

VACANT Vice President (term expires 2009)

VACANT at large position (term expires 2009)

AAUP Chapter Addresses in New Jersey

Bloomfield College AAUP

Bloomfield College
Bloomfield, NJ 07003
AAUP President Jim Murphy,
jim_murphyatbloomfield.edu

Centenary College

Hackettstown, NJ 07840
new AAUP Chapter

Felician College

Lodi, NJ 07644
inactive AAUP Chapter

Drew University AAUP

Drew University
Madison, NJ 07940
AAUP President: C. Robin
Timmons, ctimmonsatdrew.edu
chapter webpage:
http://depts.drew.edu/AAUP/

Georgian Court University AAUP

Georgian Court University
Lakewood, NJ 08701
AAUP President: Jack Conklin,
conklinjatgeorgian.edu

Monmouth University FAMCO

Monmouth University
West Long Branch, NJ 07764
FAMCO President: Margaret
DelGuercio, Dept of English
chapter webpage: www.momouth.
edu/acadics/FAMCO/ execu-
tivecommittee.asp

NJIT PSA/AAUP

252 Colton Hall
Newark, NJ 07102-9895
PSA/AAUP President: Eugene
Golub, genegatoptonline.net
staff contact: Michelle Tellefsen,
psaatnjit.edu
chapter webpage:
www.njit.edu/v2/psa/page3.html

Princeton Theological Seminary

Princeton, NJ 08542
new AAUP chapter

Rider University AAUP

Rider University
Lawrenceville, NJ 08648-3099
AAUP President: Anne Carroll,
carrollatrider.edu
staff contact: Terri Stutesman,
aaputrider.edu
chapter webpage:
http://www.rideraaup.org

Rutgers AAUP/AFT

11 Stone Street
New Brunswick, NJ 08901-1113
AAUP/AFT President: Lisa Klein,
lickleinatrci.rutgers.edu
Part-Time Lecturers PTL
AAUP/AFT President: Michael
Slott, mslottathpae.org
staff contact: Patrick Nowlan,
pnowlanatrutgersaaup.org

chapter website:
http://www.rutgersaaup.org/

Saint Peter's College AAUP

St. Peter's College
Jersey City, NJ 07306
AAUP President Alex Trillo,
atrilloatpc.edu
no chapter webpage

Union County College AAUP

Union County College
1033 Springfield Avenue
Cranford, NJ 07016
AAUP President: Bob Comeau,
comeauatucc.edu
chapter webpage:
http://www.ucc-aaup.org/

UMDNJ-AAUP

UMDNJ-AAUP Offices (there are
two)
AAUP President: Frederick Lepore
Alex Bernstein, Executive
Director, bernsteinataaupumdnj.org
30 Bergen Street,
ADMC 1416
Newark, NJ 07103
Labor Representative: Bob
Witkowski,
witkowskiataaupumdnj.org
P.O. Box 101,
Piscataway, NJ 08854
chapter webpage:
http://www.aaupumdnj.org/

AAUP and AFT Will Jointly Organize Public Universities

The American Federation of Teachers and the American Association of University Professors signed an agreement on September 17, 2008, that will bring the resources of both organizations together to jointly organize faculty and staff at our nation's top public institutions of higher education.

"Drastic changes in higher education staffing levels, significant budget cuts and the corporatization of the university's research function have made it clear that faculty and staff at these institutions need a greater voice and more collective power within their workplace," said AFT President Randi Weingarten.

"Organizing a union jointly affiliated with the AFT and the AAUP is the first step in that direction."

"The AAUP looks forward to reinforcing our long traditions of academic freedom and shared governance through a series of joint

State Oversight
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probe which calls for more State oversight and potentially threatens the unprecedented autonomy of the State's colleges and universities and details a series of alleged scandals and corruptive practices that occurred at public educational institutions in New Jersey. The SCI found questionable travel expenses, lack of appropriate oversight of expenses and other problems with spending related to college foundations and construction contracts.

The Report was also critical of the high levels of debt at several colleges. Overall, the SCI revealed widespread waste and violations of the public trust.

The SCI also criticized the existing State Commission on Higher Education as a "toothless shell" of the former central bureaucracy and a "weak advisory body" that lacks the budget, legislative authority and staff to oversee the multibillion-dollar higher education system. While the Report does not recommend

recreating a Department of Higher Education, it does recommend elevating the CHE to Cabinet status, and giving it far broader powers, including oversight of financial matters similar to the authority of the SEC over public corporations and the IRS over nonprofits. Colleges would be subject to rigorous and uniform standards for financial management and colleges would have to submit capital budget plans for approval. Finally, the SCI recommended that a task-force

[See Oversight 6]

St. Peter's
Continued from Page 3

nature of the reported sexual harassment. Seventy-seven percent of the full-time female faculty completed the survey. Of those who completed the survey, 42 percent reported that they had been sexually harassed on campus. The majority of the harassment involved looks, jokes, remarks, questions of a sexual nature, and pressure for dates. The harassment came from administrators, fellow faculty members, and students. In the majority of cases the women had attempted to handle the situation themselves. In addition, 42 percent (not all the same women) reported that they had been sexually discriminated against on campus. Most reports of sexual discrimination involved either salary inequalities or a "boys' club" mentality.

As the result of the joint efforts of the AAUP chapter and the Saint Peter's Faculty Senate, the college administration has successfully implemented a mandatory sexual-harassment and discrimination awareness program on campus. All current full-time faculty and administrators have gone through the

training and all new hires must do so as well. Furthermore, the AAUP chapter has committed to maintaining the current level of awareness of sexual-harassment and discrimination issues with follow-up surveys and assessments.

Since winning the right to represent **Wright State University** (WSU) faculty in collective bargaining, the Wright State AAUP chapter has fought to develop family-friendly policies for university faculty. As a result, the AAUP-WSU collective bargaining agreement includes:

- Granting of a one-year extension of the tenure clock for the birth or adoption of a child or the need to care for a seriously ill or injured person. (Under exceptional circumstances, a second year extension may be granted.)
- Partial unpaid leave for personal or professional reasons.
- Teaching relief to provide a birth or adoptive parent with additional time to care for a newborn or newly adopted child under the age of six (includes course scheduling and evaluation provisions.)
- Despite Ohio's "defense of marriage" law, AAUP-WSU negotiated

benefits for domestic partners identical to those for spouses.

Presenting the awards, Glenn Howze, chair of the selection committee, noted the importance for the association to be able to hold up examples of AAUP chapters—both collective bargaining and advocacy chapters—that bring real change to their respective campuses.



Dr. Judith Johnston, NJAAUP President, speaking at the 2008 AAUP Annual Meeting.

State Oversight

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re-examine college charters so that their missions are tied to the goals of the State.

Senate Bill No. 1609/Assembly Bill No. 3245

While Senator Lesniak's and Assemblyman Diegnan's bills are among several bills introduced to implement the recommendations of the SCI Report, they are the most far-reaching of the bills introduced. Senate Bill No. 1609 is currently in the Senate Education Committee while Assembly Bill No. 3245 is in the Assembly Higher Education Committee. While the bills implement many of the recommendations contained in the October 2007 SCI Report, they also include numerous provisions that will improve the capacity of the Commission on Higher Education and the New Jersey Educational Facilities Authority to aid in the planning and development of higher education in New Jersey.

Specifically, the bills include provisions to:

- establish effective and efficient State oversight of public higher education;
- strengthens State college and university governing boards;
- implement Sarbanes-Oxley style standards to improve public higher education fiscal accountability; and
- enact controls on lobbying by higher education institutions.

The bills also require the governing board of a public research university or a State college to establish:

- an audit committee;
- a nomination and governance committee;
- a compensation committee; and
- an executive committee.

The bills also provide for the creation of a new cabinet-level position, the Secretary of Higher Education, to be appointed by the Governor and to serve as executive

director of the New Jersey Commission on Higher Education. Additionally, they expand the authority of the New Jersey Educational Facilities Authority by allowing it to issue bonds on behalf of an affiliate organization of a public institution of higher education or of a private institution of higher education in order to allow for some form of public/private partnerships such as the development of certain student housing and other revenue-generating projects. Finally, the bills allow the authority to issue bonds to finance tax-exempt working capital loans for public and private institutions of higher education.

Both bills are being reviewed by the New Jersey State Conference AAUP, the Rutgers AAUP-AFT and the Council of New Jersey State College Locals AFT. While the organizations support the bills, they most likely will be offering several suggested changes to them when they are scheduled for hearings in their respective committees.

Special Interest Research

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ponsorship of narrow areas of teaching and research. University administrations, strapped for resources and for resources and hungry for fame, have a hard time turning down any such sponsorship, even if it comes with explicit stipulations about what kind of teaching and research are to be pursued. And under the urgency of finding their own resources, traditional faculty and programs may separate themselves from the whole of the college or university in order to accept targeted funding.

There are profound philosophical questions involved in the current

acceptance of special interest centers in higher education. Too often their proliferation has been justified by the argument that every area of specialization is propelled by the unacknowledged self-interests of its professors. Thus arguments for more politically focused academic research and teaching frequently invoke a crude version of theories of the sociology of knowledge to justify themselves, making gestures toward Kuhn's Structure of Scientific Revolutions in the process. And too frequently the nuanced insights from the history of ideas—a discipline founded by A.O. Lovejoy, who co-founded AAUP—have been neglected in

asserting the impossibility of disinterested research and teaching altogether.

It is true that the recognition of the censoring power of social influences in intellectual life has helped to introduce new approaches into the university's panoply of offerings. Indeed, such recognition has invigorated many of the traditional academic disciplines in the last half century. Thus a number of respected centers of study—the array of geopolitical area studies as well as such specialties as Women's, Africana, and Hispanic Studies—have performed well in responding

[See Special Interest Research 7]

Special Interest Research

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to blindness, bias, or simple ignorance of "marginal" insights in higher education. Most of these centers have enriched research and teaching by opening up neglected fields for exploration. But their activism may also have been modeled on some current initiatives that aim less to study neglected areas than to perform political action within the academy.

These developments pose some general issues for faculty:

A. Academic Freedom. One issue to be contested in the acceptance of new programs is the philosophical question of balance, and the AAUP's recent statement on "Freedom in the Classroom" has forcefully addressed the question of whether faculty must always present some "other side" in their presentations. But the question returns more insistently when the research and teaching are sponsored in special enclaves that seek the credibility of an academic setting without

observing its rules of evidence or procedure.

B. Governance: Major decision-making realms like staff appointments, curricular development, and student admissions may be affected by consideration of special interest programs. Given the possibility of endowed fellowships, study grants, and salary enhancements, are such benefits especially liable to non-academic judgments?

C. Displacement of priorities: The "service" majors on most campuses have been starved for faculty support in the past twenty years, resulting in an oversupply of part-time appointments and a devastated job market in the arts, humanities, and social studies. Meanwhile special programs seem to flourish, increasing the status and compensation for faculty superstars. Has this development exacerbated the growing stratification that places basic instruction in general education at the bottom of the priority list in higher education?

I believe that although most faculty accept the insight that "foundational" knowledge has always been socially and politically conditioned to some degree, they must now find arguments and strategies to resist the supposition that higher education should therefore support any social or political viewpoint that can pay for their attention. To do so, faculty must use their organizations and their campus governance structures to contest the current scramble for support on their campuses. The source of unity in American higher education remains its ideals of a disinterested exploration of all the oppositions and possibilities in all its disciplines.

Faculty members may find themselves so lacking in time and money for their own pursuits that they do not care to enter into debate about these issues. When they ignore them, they surrender the market place of ideas to the highest bidder rather than the integrity of disinterested knowledge.

Gender Equity

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Records Act [OPRA]. The request was based on the suspicion that a female faculty member's salary was lower than that of her colleagues, and that, in general, male faculty salaries were higher than female faculty salaries. The requested information received under the OPRA request suggested that members of this faculty member's department were the lowest paid faculty in the university. The involved UMDNJ - NJMS Faculty brought the data to the attention of the University Administration who conducted their own university study without the input of faculty.

After completing their own study, UMDNJ Central Administration refused to revisit the issue.

AAUP-UMDNJ has begun a university-wide gender equity study in faculty salaries, using expert consultants and soliciting faculty input.

AAUP & AFT

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organizing campaigns with the AFT. Now, more than ever, these values need to be cemented in a collective bargaining contract," said AAUP President Cary Nelson. The AFT and the AAUP currently have seven locals in six states that already benefit from joint affilia-

tions. The two organizations will begin meeting with faculty and staff immediately to determine other potential organizing opportunities. In addition, they will work together on efforts to address the ongoing academic staffing crisis, attacks on academic freedom and other key policy areas.

SUMMER INSTITUTE

AAUP Summer Institute
MacCalester College
Saint Paul, MN
July 23-26, 2009

Restructuring Plan

by Cary Nelson,
AAUP President

I am pleased to report that the AAUP's restructuring plan received overwhelming endorsement at the annual membership meeting.

As you may recall, we plan to reorganize the Association, which is now a public charity, into three interlocked entities under one AAUP umbrella: the AAUP (a professional association that will look almost identical to the AAUP that exists today); the AAUP-CBC (a union); and the AAUP Foundation (a public charity).

The Executive Committee, the Council, the Executive Committee of the Collective Bargaining Congress, the membership of the Collective Bargaining Congress, and the AAUP membership all

approved the restructuring resolutions presented to them. In particular, the AAUP membership approved the proposed changes to the Association's constitution, and the Collective Bargaining Congress approved the changes that will ultimately turn the CBC bylaws into the constitution of the new union. Those changes are posted on the AAUP's Web site.

The restructuring, including the changes to the AAUP constitution and the CBC bylaws, is contingent on favorable rulings from government authorities; those approvals are related to the tax-exempt status of, and relationships among, the three proposed entities. In addition, implementation of restructuring will not occur until AAUP governing bodies are satisfied that the

administrative, financial and membership systems within the national office are ready for the changes that the restructuring will entail.

Our thanks to Bob Gorman, the chair of the Presidential Task Force on Restructuring, and to the Task Force members, as well as to the members of all the deliberative bodies of the Association. They have worked diligently to bring the new structure to this point; I am confident that once it is implemented, restructuring will further revitalize our activities and help us expand our unique role in higher education.



Photos from the AAUP Annual Meeting in April 2008

Mary Burgan, keynote speaker and former general secretary of the American Association of University Professors, at the AAUP Annual Meeting, signing her book "What Ever Happened to the Faculty?"



Standing from left to right are: Herb Gishlick (Rider University), Peter Guzzo (TTP Government Relations), Mary Burgan, Anthony Boccabella (UMDNJ) & Nancy Stevenson (UMDNJ-RWJ MS)



From left to right are: Henry Frank, Jim Horn (Monmouth University) and Herb Gishlick (Rider University)
