

# AAUP

## Voice of Our Profession

Rutgers Council of AAUP Chapters  
Representing the Faculty and Graduate Community of Rutgers University • September 16, 2003

### PROTECTING AND ADVANCING A GREAT UNIVERSITY



Now is a critical time for Rutgers University, a time when every group in the university must work together toward a shared vision. The chronic underfunding of higher education in New Jersey has become acute. Planning for a major reorganization of the New Jersey research universities is moving forward without a clear commitment from the State to provide the necessary funding. The Faculty and the TA/GAs are engaged in difficult contract negotiations with the university administration. Therefore, the

AAUP has reflected on our vision for Rutgers and what will be required to achieve it, and has formulated our vision statement.

We have a new University President pledged to work with the faculty in a spirit of openness and collegiality. The AAUP is pledged to work with him. And we are fully committed to working to obtain the resources essential for the realization of this vision.

#### Vision Statement

The Rutgers AAUP is strongly committed to the vision of advancing Rutgers to the top echelon of public research universities. We believe that to achieve this goal, or even to preserve the present quality and accessibility of its programs, Rutgers must

- recruit and retain an outstanding and diverse faculty
- recruit an outstanding and diverse graduate and professional student body
- recruit an outstanding and diverse undergraduate student body
- provide students outstanding classroom instruction and mentoring, to the fullest possible extent by full-time faculty members
- provide first-class facilities, infrastructure, and staff support for teaching, research, and service to the citizens of New Jersey
- build on our strengths in the liberal arts and sciences, the applied sciences, and the professions
- uphold, in all its actions, the core academic values of academic freedom and due process, intellectual honesty, shared governance, and respect for the rights and opinions of others
- foster an atmosphere of openness, collegiality, and trust in which all members of the university community work together to obtain the resources required to move Rutgers to the next level of excellence.

**OUR OBJECTIVE IN COLLECTIVE BARGAINING IS TO REACH AGREEMENTS  
BASED ON A SHARED COMMITMENT TO THIS VISION.**

"I am excited to be at Rutgers today. With the significant State attention now



being given to higher education, and with "one of our own" now serving as President, we have an opportunity to make great things happen at Rutgers. Doing this will require all members of the University to work collaboratively to achieve the shared vision articulated clearly and effectively by the AAUP, lest this opportunity pass us by. I encourage all parties in our contract negotiations to establish an atmosphere of frank, collegial, and constructive interaction that will be a model that we can all follow in working together to bring Rutgers to the forefront of higher education."

*Prof. Haym Hirsh, Chair, New Brunswick Faculty Council and Chair of the Computer Science Department, New Brunswick*

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# FROM THE PRESIDENT



When I ran for the Rutgers AAUP Council presidency six months ago, I assumed that by September 1, 2003, when I would take office, there would be no signed contract and not even a serious offer on the table from the administration. I also thought there would be major unresolved challenges about the merger with UMDNJ and about the restructuring or splitting of Rutgers University into as many as three separate units. Sure enough, everything is going as predicted, if not exactly as planned. Onward.

We at the AAUP begin with a vision statement, an affirmation of shared values, a reminder that faculty and students and, yes, even administrators and boards of governors and trustees, are stakeholders in a community with common goals. Even our noisiest disagreements pale in significance when weighed against our mutual aspirations. We at the AAUP are convinced that the surest way to maintain and enhance excellence and opportunity at Rutgers is through firm adherence to three traditional values for which the AAUP stands: academic freedom, faculty governance, and equitable working conditions. My intent as your president over the coming year, when dealing with the many controversies certain to face us all, is to ask constantly whether proposed solutions, however trivial or short-term they may seem, do or do not further these three core values.

**Rudy Bell, Professor of History**



"I strongly endorse the AAUP Vision for Rutgers. It is extremely gratifying and reassuring to know that a group of highly regarded colleagues is engaged in collective bargaining aimed at bringing compensation of Rutgers faculty and TA/GAs to nationally competitive levels. The goals expressed in the AAUP vision statement are activities that are clearly essential elements of institutions

ranking in the top echelon of public research universities. Attainment of these goals requires that the administration and AAUP work together in an open and collegial manner to restore funding of higher education in New Jersey to nationally competitive levels."

**Frederick Kauffman, Professor of Pharmacy  
& Past Chair of the New Brunswick Faculty Council**



"I heartily endorse the values and goals articulated in the AAUP Vision Statement, but I am deeply concerned about the way they are being compromised in the treatment of part-time lecturers.. Our part-time colleagues are teaching more and more of our

undergraduate courses - in some departments, all the courses. Not only is this highly exploitative of these faculty members, it is threatening to full-time professors and very damaging to the quality of our undergraduate education."

**Prof. Nancy Holmstrom,  
Chair of the Philosophy Department, Newark Campus**

**"Attention to multicultural learning extends the meaning of personal, social, and moral growth and improves the capacity of colleges and universities to achieve their missions."**

from *Does Diversity in the Classroom Matter?* by AAUP and the American Council on Education



"The vision statement developed by the AAUP captures what is essential if Rutgers is to fulfill its threefold mission of teaching, research, and public service. The key to that is recruiting and retaining the best faculty possible. Everything else follows from that:

good teaching, winning research grants, and useful public service. The current negotiations between the administration and the AAUP provide a clear test of the willingness of both parties to work together to insure that we are able to recruit and retain the best faculty. These are tough economic times, but if the other public colleges in NJ have managed to address this issue, Rutgers should be able to do so as well."

**Prof. Peter Klein, Philosophy Department,  
New Brunswick**



"I am happy to endorse the AAUP Vision Statement for Rutgers. We can all get behind the principles outlined in this statement and, in concert with our gifted new President, we simply must do so. In a state with a reputation for being highly competitive and in-your-face, we Rutgers faculty have been too modest in communicating to New Jerseyans just how good this university is. As Director of the IWL, I work closely with several of our distinguished units devoted to research, teaching and public service on women's lives and see Rutgers' superb national and even global reputation in these areas, and I KNOW that colleagues in many other fields here echo that experience. We cannot keep our reputation, let alone grow it, without our own citizens being aware of how precious a resource they have in their state university, and how vitally important adequate funding is for their and their children's future. We need to work with the President and the administration to get a major advocacy initiative for Rutgers underway right here. It is time to get in-your-face with New Jersey."

**Mary S. Hartman, University Professor  
Director, Institute for Women's Leadership**

**"...collective bargaining gives the faculty an effective voice in decisions which vitally affect its members' professional well-being, such as the allocation of financial resources and determination of faculty salaries and benefits."**

from the National AAUP Statement on Collective Bargaining



"I am happy to endorse the Rutgers AAUP Vision Statement which demonstrates a clear commitment to work with the Rutgers Administration to advance the University into the top echelon of public research universities. In addition we have a new President pledged to work with the faculty in a spirit of openness and collegiality. It is vital that the faculty be given a voice to work with the President and the administration on how best to weather the present situation and plan for long-term enhancement of the University. The quality of the faculty and students make the reputation of a university, and must be preserved and enhanced. At present, faculty morale is low and faculty members often feel little respected by the University. Five of the best faculty in my department alone have received and are seriously considering outside offers this year. The faculty need to feel they have a role in getting us through this difficult time and putting us on a path for a promising future."

*Prof. Paul Leath, Chair of the Department of Physics and Astronomy, New Brunswick*

**"Academic freedom in its teaching aspect is fundamental for the protection of the rights of the teacher in teaching and of the student to freedom in learning."**

*from the 1940 Statement of Principles on Academic Freedom and Tenure, formulated jointly by AAUP and the American Association of Colleges and Universities*



"As a graduate student and TA, I strongly endorse the AAUP's vision for Rutgers. I know that my graduate student colleagues would agree that recruiting and retaining a competitive graduate student body requires, among other things, competitive TA and GA salaries. Increased living costs, especially the

cost of housing both on and off campus, and increases in student fees, are making it progressively harder for graduate students to afford to live in New Jersey. Unless salaries keep pace with those rising costs, the inevitable result will be the loss of graduate students to other schools. This would hurt *everyone* at Rutgers. Excellent TAs are essential to undergraduate education. Excellent GAs are essential to faculty research. And of course, excellent graduate students are essential to the health of Rutgers' graduate programs. I am sure that the Rutgers administration realizes these facts already. It therefore simply remains for them to work with the AAUP to act on that realization and ensure that TA and GA salaries are sufficiently competitive to recruit and retain the best graduate students here at Rutgers."

*Gary Bartlett, Graduate Student & TA in Philosophy, and Treasurer of the Rutgers Graduate Student Association.*

**"The basic purposes of the American Association of University Professors are to protect academic freedom, to establish and strengthen institutions of faculty governance, to provide fair procedures for resolving grievances, to promote the economic well-being of faculty and other academic professionals, and to advance the interests of higher education. Collective bargaining is an effective instrument for achieving these objective."**

*from the National AAUP Statement on Collective Bargaining*

# MEMBERSHIP MATTERS!

*Your Membership Gives AAUP a Stronger Voice to Advocate Your Professional Interests and Values*

**PLEASE JOIN AAUP TODAY**

**Join Online:**

**[www.rutgersaaup.com/who\\_are\\_we/Join\\_AAUP/join\\_aaup.html](http://www.rutgersaaup.com/who_are_we/Join_AAUP/join_aaup.html)**

# TO ASSURE OUR VOICES ARE HEARD, WE NEEDED AN ACTION PLAN... Now, We Have One

To protect the interests and values of our profession as articulated in the AAUP Vision Statement for Rutgers University, it is imperative that faculty, part-time lecturers, and graduate and teaching assistants have a plan of action to get our message effectively to many audiences who have good reason to care. To be effective, collective bargaining negotiations cannot be the only place or way we advocate our shared professional values.

Bargaining needs to be supported by taking our message directly to other important audiences who share our concern with keeping

Rutgers teaching, research, and service to the people of New Jersey of the highest caliber – and some of the most important of these audiences are outside the University. To reach them, the Rutgers AAUP has launched an initiative to take our message independently to political decision-makers, students, alumni, donors, and the general public. We need to ensure that all stakeholders in our university are aware that adequate funding support must be provided and that resources must be distributed within the University in a way that maintains our ability to attract and retain outstanding scholars and teachers.

## Political Action



by Professors Bob Angelo & Wells Keddie  
Department of Labor Studies and  
Employment Relations &  
AAUP Political Outreach Team  
Co-chairs

To increase the influence of our voice on public issues of profound importance to the quality of education and research at Rutgers University, AAUP has reorganized and expanded our political and legislative program in some significant new ways. These include the following:

- Provide direct support to candidates for state legislature willing to stand up for Rutgers and the resources we need to achieve excellence
- Educate candidates and incumbent legislators about state funding issues, as well as the required internal allocation of resources that lead to high quality teaching and research at Rutgers
- Advocate directly with elected and appointed officials at the federal, state, and local levels
- Inform the voting public on issues related to the achievement of academic excellence at the State University
- Communicate with, and mobilize, AAUP members around important legislative and political issues and campaigns

The Rutgers AAUP has long been active in making political endorsements for candidates and in supporting legislation that advances both Rutgers and the interests of those we represent. In our new political outreach initiative, we are building on this solid foundation to increase the influence of our members' voices at a time when Rutgers is at a critical crossroads, and there are real questions about whether the needs of our faculty and graduate and teaching assistants and students are being given sufficient priority. We will keep you updated on progress!

## Taking Our Message to the Public: The AAUP Media Initiative

The issues at stake for Rutgers, both at the bargaining table and in the legislature, are of real concern and consequence to the public of New Jersey. They matter to current and future students, to their parents, to alumni – and they should matter to the office holders these citizens elect. The contributions of the Rutgers faculty and teaching assistants are vital to the social, cultural, and economic future of New Jersey. For these reasons, we have initiated a bold new plan to take the AAUP message directly to the public by means of various innovative media strategies. Among these are:

**“To have failed to meet the demands [for action]... would have turned the Association into nothing more than a talking body. The primary question was whether the Association was to have arms and legs and be a working body.”**

John Dewey, first AAUP President, 1915

- Airing of broadcast media spots addressing both overall funding for Rutgers and collective bargaining issues
- Development of state-of-the art direct mail pieces
- Upgrading and expansion of our internet communications, both within the university community and to important external audiences
- Upgrading of our capacity to mount an aggressive press communications campaign, addressing issues of academic quality and other concerns that are at stake in current collective bargaining negotiations

With this media initiative, we believe AAUP will be able to take the concerns of our faculty and graduate assistants much more effectively and to a much broader audience than we could ever do before. We welcome ideas, input, and participation in this project from every member.

Want more information? Would you like to participate in the AAUP Media Initiative?  
Contact Patrick Nowlan: (732) 445-2278, ext. 20