

Rutgers AAUP-AFT

June 14, 2006

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Contact us today:
AAUP-AFT Office

aaup@rutgersaaup.org

Lisa Klein, President
Fulltime Chapter

lisa@rutgersaaup.org

Amy Bahruth, President
Part-time Chapter

amy@rutgersaaup.org

TA/GA Steering
Committee

taga@rutgersaaup.org

Corzine Promises Targeted Restoration

By Lisa Klein, President of Rutgers AAUP-AFT, Professor of Ceramic and Materials Engineering

On June 12th, Vice-President Adrienne Eaton, Karen Thompson representing the Part-time Lecturer Faculty Chapter and I, along with other AFT and AAUP higher education union leaders in the state, had the opportunity to meet with Governor Jon Corzine to discuss the Fiscal Year 2007 state budget. We left the meeting with assurances from the Governor that he plans to restore cuts to higher education by funding our negotiated salary increases and our fringe benefits first. He reiterated his commitment to honoring collective bargaining agreements and expressed his interest in working together with our faculty and staff unions to improve our higher education system.

Since Jane Oates' appointment this spring as Advisor for Higher Education, we have had good access to the Governor's Office and to the New Jersey Commission on Higher Education. We appreciate this willingness to open a dialogue with our faculty and staff members at Rutgers University.

The Governor's commitment to fund our salaries and benefits is a huge accomplishment and we thank all of you for your efforts thus far as AAUP-AFT members. This budget is still just a proposed budget and still needs to be passed through the Legislature. We must keep the pressure on our legislators to ensure that the budget that goes into

effect on July 1, 2006 maintains that funding.

Join us at the June 19th Rally of public employees in Trenton. The agenda for that rally has been broadened to include budget restoration for higher education and I will be speaking on behalf of all higher education faculty and staff. Please join me in taking our message to the state capitol. If you need transportation to the Statehouse, please contact the AAUP-AFT office at 732-445-2278 or email aaup@rutgersaaup.com We will be carpooling from the Rutgers Labor Education Center, leaving at 10:45 AM. The Rally will run from 12:00 PM to 2:00 PM. Download the flier from the AAUP-AFT website at <http://rutgersaaup.org/misc/June19.pdf>

Please continue to contact your legislators and your local news media about the importance of funding for higher education in New Jersey. Let your legislator know the contributions that you make to New Jersey and the important role that public higher education plays in the state. Contact information for your legislators and the newspapers in NJ can be found here

<http://www.unionvoice.org/campaign/flunkingout>

I look forward to seeing you on Monday, June 19th! Let me know what is going on in your department. Please email aaup@rutgersaaup.org with your comments.

Budget Restoration Priorities of the AAUP-AFT *Protect Quality Education:*

- Restore Appropriations for Salary and Fringe Benefits
 - Limit Increases to Tuition
- Protect Standards for Instruction and Workload

There is still work to be done. Join the Budget Restoration Team: send an email to lisa@rutgersaaup.org

Crisis of Higher Education in New Jersey

Jeffrey K. Dowd, PhD Candidate and Graduate Student in Sociology and Part-time Lecturer

The current debate over New Jersey's \$4.5 billion budget gap is constrained by the assumption that 'there is no alternative' to the budget cuts. This discourse frames the 'budget crisis' as the result of mismanagement and/or wasteful spending. Whatever or whom-ever politicians would like to blame, most seem to agree that the crisis is purely monetary, i.e., the state does not have enough revenue and now has to live within its means. This simplistic assessment depoliticizes the construction of state budgets and furthermore limits the role of democracy in the distribution of resources in our society. This is highly problematic because politics is, at its core, about who gets what. The current discourse eliminates this discussion and thereby shrinks political space and reduces democracy to mere rhetoric.

New Jersey leaders need to actively pursue alternatives to the current budget system. Unfortunately, many politicians help propagate the notion that there are only two options when it comes to taxes – increasing or decreasing. 'No new taxes' pledges add to this idea. While, research shows that Americans support more spending for higher education and social services, the public is led to believe that only a tax increase for everyone can restore cuts – an increase many believe they cannot afford given the rising costs of higher education, housing, and health care. On the other hand, most Americans support a tax-system which ensures that those who receive the greatest share of society's resources contribute a greater share of those resources to maintain a strong public infrastructure that fulfills the promise of equal opportunity for all. Yet, our politicians often act as if such an option does not exist. Instead, we hear about 'tough choices' between child care, homeless shelters, pre-school, property tax rebates, and higher education.

New Jersey could use progressive taxation in order to maintain and expand a strong public infrastructure – one that includes full funding for higher education, and other popular public programs. We, as a state, have a great many options that could help us achieve this goal. We could expand the 'millionaire's tax' (the 8.9% tax rate currently paid by those with incomes over \$500,000) to those with incomes over \$200,000 – a proposal that would affect 3.8% of taxpayers, has public support and would generate \$462 million. Or, NJ could suspend tax breaks for select businesses – generating another \$310 million dollars. Or, NJ could modernize the sales tax so that it applies to services as well



as goods. If the sales tax were extended to cover professional services, such as consulting, legal, accounting fees, etc, the state could raise \$2.2 billion. A constitutional change could make this a dedicated tax for higher education.

The current 'no alternative' discourse dismisses both public discussion of these choices and cloaks the political choices that led to the \$4.5 billion budget gap and continually rising college tuition. New Jersey's fiscal problems do not stem from overspending on higher education. Our structural deficit is largely the result of income tax cuts in the mid-1990s. The largest part of this cut went to those at the top, while the modest cuts those with household incomes under \$200,000 received were eaten up by corresponding property tax increases. Overall, this course of action resulted in an estimated \$15 billion in lost revenue while those with household incomes under \$200,000 ended up paying more in taxes.

What we are witnessing is the culmination of an anti-tax crusade that began in the 1970s. After 25 years of deregulation, privatization and tax cuts, Americans are working longer hours and putting more workers in the workforce per household. Even though we are more educated and more productive, most of us face stagnant or declining wages and unprecedented level of debt as the cost of education, housing and healthcare skyrocket. Now we are told we can no longer afford public education, a secure retirement or even consider universal health care. The response of this hidden class war, from most Americans, is to seek private solution to these public issues and in many cases withdraw from the public realm together.

Democracy, however, is the ability of the populous to consciously construct the world we live in. A 'budget' crisis is not the right phrase to describe our current

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Can New Jersey Afford Not to Invest in Rutgers?



Paul Leath, Professor, Physics and Astronomy

Governor Corzine has clearly inherited a massive structural state budget gap. The long-term elimination of this gap depends critically upon a vigorous improvement in the economy of the state. Everyone knows that the availability and quality of our research universities

are critical to the state's future economy.

It is no accident that the Silicon Valley was located near Stanford and UC-Berkeley, and the research triangle was located near Duke, UNC, and NC State. Similarly, research advances, high-tech discoveries and developments, and the high-level education of future employees of New Jersey companies and institutions are going on here at Rutgers and need enhancement, not destruction. These contributions represent major supports for such areas as the pharmaceutical, electronic, high-tech materials, financial, agricultural, marine fisheries, and food processing companies, as well as the start-up and small-business companies in the state. How can the state be considering the destruction of its ability to meet these economic needs?

Governor Corzine's budget message to the NJ State legislature proposed cutting \$169 million from the higher education budget, about \$122 million from the previously negotiated salary and fringe benefits for state higher education employees, and about \$6 million from other areas including the Outstanding Scholars program for a total cut of about \$300 million. This represents, perhaps, the largest cut in the history of public higher education in the U.S. This follows a continuous series of reductions in the higher education share of the NJ state budget from almost 10% in 1983 to just over 5% in FY2006.

For Rutgers University all of these cuts converge to represent about \$114 million that will have to be cut or raised from tuition increases, which is about 20% of that portion of our core budget that legally could be cut (i.e. excluding restricted grants and gifts, the present salaries of tenured faculty members, etc.). To put this in context, the proposed FY2007 state budget for Rutgers is almost exactly \$300 million. Clearly there is going to be major damage to Rutgers University unless these cuts are very substantially reduced or eliminated. Already the Rutgers faculty/student ratio is below the median of that for our A.A.U state university counterparts, and our staff/student ratio is well below that of these counterparts (27th out of 34).

I am told that the Governor proposed cutting higher education by so much more than any other part of the state's budget, because he knew that it had the ability to raise revenue through tuition increases. Unfortunately, this thought is not new, but seems to have been a general principal of the state's leaders for at least the last two decades as the higher education share of the state's budget has been cut in half. We have gone from being a state-supported institution, to simply a state-assisted institution, and, perhaps, are headed toward becoming simply a state-located institution.

This is very short-sighted when one considers the close connection between quality higher-education institutions and the state's future economy.

Of course higher education must share in the necessary cuts to help the state balance its budget and remove its structural budget gap, but we must all work together to see that there is a very significant restoration of funds for higher education so that our outstanding and critical academic programs can be protected.

Crisis Continued,

state of affairs. Rather, what we are facing is a crisis of democracy. The actual choice for New Jersey is not between higher education and property tax rebates or between higher education and pensions but rather, raising taxes on the wealthy and taxing lawyer and accountant fees vs. higher education, pre-school, health care, and other vital social services that sustain a strong public infrastructure. This is hardly a 'tough choice'.

For more information see the New Jersey Policy Perspective report, *Flunking Out: New Jersey's Support for Higher Education Falls Short*. A complete copy of the report can be found at

<http://www.rutgersaaup.org/misc/ExecutiveSummarShare.pdf>

Additional Resources

- Corzine Promises Targeted Restoration of Funding for Higher Education
- Message to Members concerning July 1, 2006 pay raises
- Read the Rutgers AAUP-AFT Statement in support of full funding for the Tuition Aid Grant Program.

View these articles and more at

<http://www.rutgersaaup.org/news/budgetcuts2006.htm>

Let us know what you think about the budget cuts.

Email us at aaup@rutgersaaup.org

Budget Cuts Impact EOF Students and Counselors

Jose Laureano, Senior EOF Counselor, Rutgers College

Rutgers Educational Opportunity Fund (EOF) programs, which serve about 2,500 students, are vital to New Jersey and to Rutgers, The State University. The program was created by statute to ensure access to higher education for those burdened by economic and/or educational disadvantages. EOF serves as higher education's most enduring and successful initiative to provide access and opportunity to individuals from backgrounds and circumstances least conducive to college enrollment, retention, and graduation. EOF is not an entitlement program, but rather a program that provides academic support linked to financial assistance. It is not a race-based or exclusionary program, but rather targets low-income, first generation college students from every county and major community in the state of NJ. The EOF program is instrumental in ensuring student diversity and the recruitment of populations that have been historically under-represented in higher education.

EOF Counselors play a major role in the recruitment, retention, and graduation of these students. We plan and participate in many recruitment efforts to reach potential Rutgers students throughout the State. Through our efforts, the University is able to reach students and populations that may not otherwise gain access to information about Rutgers. We also provide academic, personal, and career counseling, along with assistance with financial aid and we guide students

through their transition to college. What we do translates into something much more valuable than the direct and obvious benefits to the University. Lives and families are changed and cycles of despair and poverty that have plagued generations are halted through individual access to learning and empowerment.

Our Summer College Program serves as an integral component for our EOF students. The five week residential/academic program assists students with the transition from high school to college by introducing them to the college environment, providing counseling, and offering college-level (or, in some cases, college-preparation) course work. As a result of the budget cuts, our summer college programs are being affected immeasurably. We are unable to provide our incoming students with the variety of services that we have offered in the past. Tutoring, books, supplies and other support services have been diminished and might not produce the same results.

The potential increases in tuition will also have a major impact on our EOF student population. Our students rely heavily on financial aid support to cover their tuition and housing expenses. Without any increases to the EOF and Federal Pell grants this year, our EOF students may not be able to attend Rutgers in the fall if there is a significant increase in tuition. Therefore, it is imperative that the cuts to higher education are restored.

Campus Union Focus: AFSCME Local 1761



Charlesetta "Chucki" Bynes, Senior Laboratory Technician, President of AFSCME Local 1761 and University Senate Candidate.

How long have you been at the university?

I started at Rutgers University in 1973 as a student and I have been employed by Rutgers since 1977.

What is your role in the union?

I am the president of AFSCME (American Federation of State, County and Municipal Employees) Local 1761.

We represent and service the clerical, office, laboratory and technical workers here at the university. There are vice presidents on the three campuses (New Brunswick, Newark and Camden), executive board members and stewards. We do all that we can to make sure that our contract is enforced.

What are the major advances the union has made in the last few years.

We have increased our membership. At other institutions, the union is allowed to meet with new hires but not at Rutgers. We have had to work hard to get in touch with new employees but we have.

What is the current involvement of your union in the budget cuts campaign?

We have written to Governor Corzine and spoken with some of his staff. We have also let the university know that we know that they have the money needed to run this university.

What are some of the issues in your next contract campaign?

We are trying to get better contract language. We would like to have a contract that supervisors can't twist or manipulate.

Update on Grievance Committee Hearings

As we reported in a previous newsletter, most Article X grievances were significantly delayed this year as a result of the administration's rejection of grievance allegations. The administrative Reviewing Officer's rejection of allegations as not cognizable forced several appeals by faculty members to an external arbitrator who ruled that the administration had improperly rejected 10 of the 13 allegations appealed. The process was severely delayed by the appeals and many problems resulted in having hearings compressed to the end of the semester – most significantly in constituting grievance committees.

As of the date of this article, five faculty committees have completed hearings of grievances filed in 2005-06 and ordered remanded evaluations in four cases. Two tenure grievants withdrew their grievances and did not proceed to a committee due, in part, to delays in grievance processing. They have accepted positions elsewhere. One informal resolution for a re-evaluation was reached and two cases are still active and will not be heard until the Fall semester (this includes one tenure candidate who is now off payroll without the benefit of a hearing.) The remaining grievant is awaiting the committee's decision.

We've listed below a number of allegations which were considered by faculty committees this academic year. The allegations may appear in abbreviated or slightly revised form to protect confidentiality.

Allegation	Committee Finding
The department failed to form a Reading Committee to assess the highly specialized and esoteric research and scholarship in which the candidate was involved. In determining whether to form a reading the committee, the Chair failed to consult with the tenured faculty as required by the ARPI.	Committee upheld the allegation and recommended a re-review at departmental level with a reading committee appointed.
A material procedural violation occurred when certain supplementary materials that were provided by the candidate were removed and not return to the binder sleeves before the packet was circulated to the A&P and Dean.	Allegation upheld. Committee recommended that the missing materials be restored to the packet so the candidate can be fully and fairly evaluated.
A material procedural violation of University Regulations occurred when the Affirmative Action Policy was not followed by the Promotion Review Committee.	PRC did not indicate what "special efforts" were made to advance in employment a minority candidate recommended at all earlier levels of review. Packet should be re-considered by the PRC.
The PRC's assessment that the candidate failed to demonstrate an ability to maintain funding for an independent research program was not in accord with the criteria.	Grievant did not sustain burden of demonstrating the PRC applied an inappropriate criterion for promotion and tenure. Allegation denied.
A material procedural violation occurred when the Chair failed to include undergrad student evaluations in the packet as provided.	The packet should be reconsidered with inclusion of available undergrad student evaluations.— grievance upheld and packet returned to department.
The PRC's evaluation that wider impact had not been established was not in accord with the criteria set forth in University Policy.	Impact is in accord with the criteria and "wider" is an academic judgment of the PRC – not upheld.
The A&P Committee improperly relied on the absence of explicit tenure recommendations in the outside letters.	Not upheld.
A material procedural violation occurred when the Dean failed to meet with the Department Chair prior to completing his recommendation .	Intent of regulation is to promote communication and substantive discussion about the candidacy – not for a one-sided informative meeting. Allegation sustained.
A material procedural violation occurred when the Department failed to present specific evaluation of the candidate's contributions to research supervision and monitoring under teaching.	Committee did not find convincing evidence of a procedural violation. Allegation denied.
The PRC's statement that the number of publications is limited is not consistent with the facts presented in the packet.	Allegation sustained. The PRC should reconsider their decision in light of the evidence presented, taking care to correctly identify all relevant publications.

Rutgers AAUP-AFT Legislative Update

By Peter Guzzo, TTP Government Relations, Inc

In recent weeks the Rutgers AAUP-AFT has been holding meetings with members of the New Jersey State Legislature, representatives of Governor Corzine's Office and Governor Corzine himself. Lisa Klein, President of the Rutgers AAUP-AFT (AFL-CIO) Chapter, Judy Johnson, President of the New Jersey State AAUP and Nick Yovnello, President of the Council of State College Locals, AFT (AFL-CIO) testified before the Assembly Higher Education Committee. This was the first time higher education faculty was given the opportunity to testify before an education committee in Trenton on higher education issues. Credit for this action goes to Assemblyman Patrick Diegnan (Dem., 18th. District), Chair of the Assembly Higher Education Committee, who has become a champion in the New Jersey State Legislature of higher education. After this meeting Lisa, Judy and Nick then met with Senate President Richard Codey's Chief of Staff, A.J. Sabath to discuss the higher education concerns of faculty members.

Additionally, Assemblyman Bill Baroni (Rep., 14th District) and Assemblywoman Linda Greenstein (Dem., 14th. District) both attended a recent Rutgers AAUP Legislative Breakfast reception held at the Rutgers' Labor Education Center. Both legislators gave their views on the state of the budget and higher education in Trenton and took the time to remain to answer questions from AAUP-AFT members.

One of the new faces in Trenton who was recruited by Governor Corzine to serve in Trenton is Jane Oates, Executive Director of the New Jersey Higher Education Commission and Special Advisor to the Governor for Higher Education. Jane has proven to be very accessible to higher education faculty representatives and very attentive to your issues. The Rutgers AAUP/AFT has held several meetings with Jane, who also attended the recent Rutgers' AAUP-AFT Legislative Breakfast at the Rutgers Labor Education Center.

The culmination of these recent meetings occurred on Monday, June 12, 2006 when representatives of the Rutgers AAUP/AFT (AFL-CIO), the New Jersey State AAUP and the Council of State College Locals, AFT (AFL-CIO) met for nearly an hour with Governor Corzine in his office at the State House, Trenton. It was a productive meeting touching on many higher education concerns as well as the state of the budget proposed by the Governor. The outcome of the meeting was a pledge by Governor Corzine to restore some of the proposed \$169 million in budget cuts originally proposed in an attempt to balance this year's State of New Jersey's budget.

For more information on the Legislative work of the AAUP-AFT or to join the Legislative Committee please contact Patrick Nowlan at pnowlan@rutgersaaup.org



Flunking Out:

New Jersey's Support for Higher Education Falls Short

The AAUP-AFT recently funded the *Flunking Out* report, along with other higher education locals in the state of New Jersey. This reports seeks to identify more revenue sources for the state and recommends we dedicate a portion of that new revenue for higher education.

Let your legislator and local papers know about this long term solution. Read the report at <http://www.rutgersaaup.org/misc/ExecutiveSummarShure.pdf>

For a complete copy of the report please contact the AAUP-AFT office at aaup@rutgersaaup.org

Contact information for your legislator and local paper can be found at <http://www.unionvoice.org/campaign/flunkingout>

Upcoming Events

Rally in Support of Public Employee Pensions & Benefits

Monday, June 19, 2006
12 noon - 2 PM

State House Annex, State Street, Trenton

See flyer for complete details at

<http://rutgersaaup.org/misc/June19.pdf>

We will be meeting at 10:45 in the parking lot at the Labor Education Center to travel together to Trenton. We will be bringing AAUP-AFT signs and t-shirts. Call 732-445-2278 or e-mail aaup@rutgersaaup.org if you need transportation to the rally.

Emeriti Assembly Planning Meeting

Wednesday, June 28, 2006

10 AM

Lucy Stone Hall, Room A232

All new retirees are welcome to join us for our planning meeting. Dues for the Emeriti Assembly are \$10 a year. Contact Denise Burosewicz at (732) 445-2278 x 15 with questions.

Rutgers Council AAUP Chapters, AAUP-AFT
48 Street 1603 (Livingston Campus)

Piscataway, NJ 08854-8036

Phone: (732) 445-2278 Fax: (732) 445-5485
aaup@rutgersaaup.org www.rutgersaaup.org