

# TALK TO

# TALK TO 2

**Faculty Members  
Talking With  
Faculty Members**

Rutgers Council of AAUP Chapters, AAUP-AFT  
48 Street 1603, Livingston Campus  
Piscataway, NJ 08954-8036  
www.rutgersaaup.com aaup@rutgersaaup.com  
Phone: (732) 445-2278 Fax: (732) 445-5485

**Rutgers Council of AAUP Chapters, AAUP-AFT**



Dear Colleague,

Our *Talk to 2* program provides you with a quick and easy way to make a meaningful contribution to our union and to the Rutgers community. We must ensure that our students have access to an excellent education and that Rutgers secures the funding a great university deserves. We believe that a growing, energetic and representative faculty organization will help Rutgers fulfill its mission. To do that well, we need a little help from our members. A few minutes each semester is all it takes to *Talk to 2*.

The best way to enhance our ability to represent all faculty, maintain competitive compensation, protect the institution of tenure, and strengthen due process is to be active stewards of our institutions. This is especially critical in the face of recent trends in higher education such as declining public funding and an emphasis on the bottom line that have eroded the institution of tenure and created a second class of faculty.

For me, union activism is also important because engagement in our community models the democratic citizen and sets an important example for our students.

I urge you to participate in the *Talk to 2* program as the simplest, surest way to help our union be an effective representative of the faculty and to promote the welfare of the entire Rutgers community.

Sincerely,

A handwritten signature in black ink that reads 'Lisa C. Klein'. The signature is written in a cursive style.

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

Dear Colleague,

Improving the compensation and security of Part-time Lecturer appointments helps limit the economic incentive to overuse PTLs in place of full-time faculty. PTLs have been marginalized and invisible despite their contribution to the educational process at Rutgers. Moreover, they often have little contact with other faculty, fulltime or part-time. A little more communication can go a long way towards improving this situation and *Talk to 2* is a step in the right direction.

Sincerely,



Amy Bahruth  
President of Rutgers PTLFC-AAUP-AFT  
Part-time Lecturer in Labor Studies



### What is *Talk to 2*?

*Talk to 2* promotes colleague to colleague discussion of union and professional issues. It asks that faculty members speak with two colleagues each semester emphasizing union membership and/or involvement with union efforts. Let us know if you are interested and we will provide you with everything you need to contact your colleagues.

### Who are we?

The Rutgers Council of AAUP Chapters, AAUP-AFT is made up of three units. The fulltime unit includes 2070 tenured and tenure-track faculty, 642 fulltime non-tenure-track faculty (NTT), and 1822 teaching assistants and graduate assistants (TA/GA). The part-time unit includes 1100 part-time lecturers. The 22 Educational Opportunity Fund Officers make up our third unit.

The mission of the Rutgers Council of AAUP Chapters is to uphold, promote and defend values essential to the protection of higher education such as academic freedom, tenure, shared governance, due process, access and diversity, while at the same time enhancing the working conditions and other benefits of those we represent. These endeavors protect the interests of the university community, the academic professions, the organization and the members of our bargaining unit.



### Why should we talk to our colleagues about the AAUP-AFT?

Research, experience, and history have demonstrated that organizations like ours most successfully grow and reach their goals when individual members act as ambassadors for the union and contact their colleagues about union participation and professional issues.

Members are a union’s most important resource and *Talk to 2* helps builds the relationships that are critical to the revitalization of our community.

### Competitive Compensation and Professional Support

The average unionized faculty member enjoys a level of compensation higher than nonunion faculty. Competitive compensation and professional working conditions attracts top academics and graduate students. Innovative research and excellent teaching serves the public interest and is a wise investment for Rutgers and New Jersey. A strong, growing, and representative union is best positioned to address remaining problems and inequities while enhancing our competitive position.

### Promoting Professional Status and Protecting our Reputation

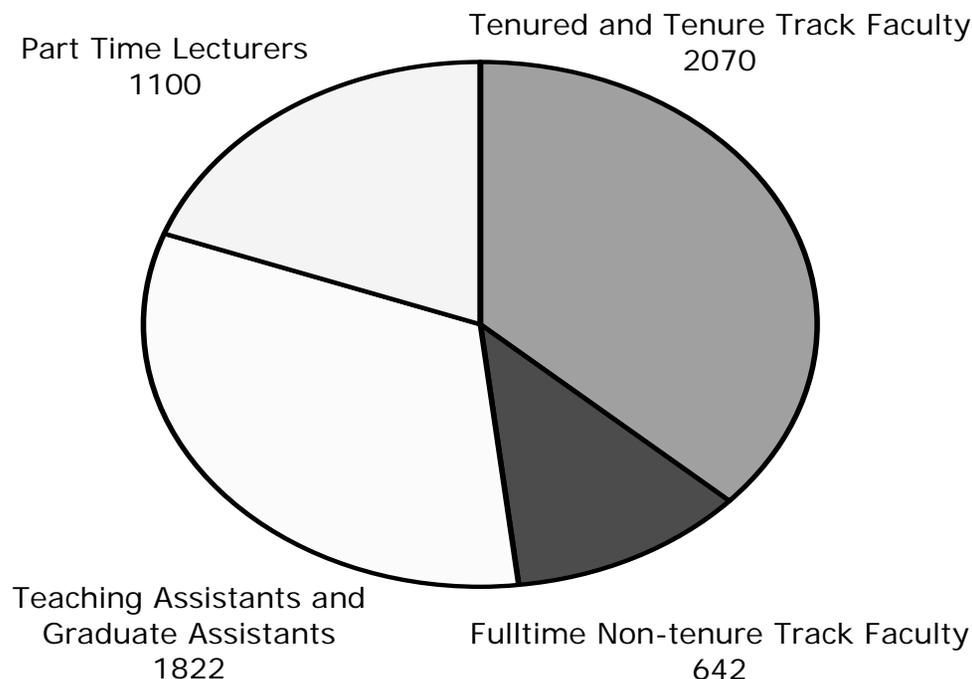
The increasing reliance on contingent faculty has fragmented the faculty, created obstacles to excellence, and undermined our ability to act as a coherent constituency. Tenure-track and contingent faculty need to work together to protect our common interests and ensure that our profession and our university receives the respect and support it deserves.



### Defending Academic Freedom

Tenure has traditionally protected our right to academic freedom, shared governance and provided a sufficient degree of economic security to make the profession attractive to men and women of ability. Historic trends in higher education have dramatically weakened the tenure system but no other reliable form of due process for academic freedom exists. We earn tenure individually but only collectively can we guarantee the continuation and viability of tenure as an institution.

### Faculty at Rutgers



## Organizing as a Team

When talking with fellow faculty members questions and concerns are sure to arise. Feel free to reach out to the elected leadership, membership committee, and the professional staff to assist you in addressing issues.

### ***Elected Leadership***

Lisa Klein, President of Rutgers Council AAUP-AFT, Ceramic & Material Engineering

Amy Bahruth, President of Rutgers PTLFC-AAUP-AFT, Labor Studies

Bob Angelo, President of New Brunswick AAUP-AFT Chapter, Labor Studies,

Janet Golden, President of Camden AAUP-AFT Chapter, History

James Schlegel, President of Newark AAUP-AFT Chapter, Chemistry

### ***Rutgers AAUP-AFT Membership Committee***

Amy Bahruth, Labor Studies, New Brunswick

Haim Baruh, Mechanical and Aerospace Engineering, New Brunswick

Zoran Gajic, Electrical and Computer Engineering, New Brunswick

Kristen Gilmore, Graduate Assistant in Labor Studies, New Brunswick

David Hochfelder, Edison Papers, New Brunswick

Nancy Holmstrom, Philosophy, Newark

Dan O'Connor, Library and Information Science, New Brunswick

Jim Schlegel, Chemistry, Newark

Geoff Sill, English, Camden

Rich Moser, Staff Representative, Rutgers AAUP-AFT



## Talking Points

Some of the points below refer to all members and others to our various constituencies. The list is not comprehensive. Take some time to consider the role the union has played in your academic career and share them with other faculty members.

### **Benefits of Membership**

- More effective representation at the bargaining table and in Trenton.
- Membership in the AAUP and AFT, two leaders in higher education advocacy and organizing.
- Voice in union issues and goals.
- Strong grievance procedures.
- Promotion and tenure workshops.
- Defense of due process and academic freedom.
- Minimal cost; the current automatic representation fee that faculty members pay is 85% of the union dues. For only pennies more a week one can be a member with voice and vote.
- Various discounts.

### **Accomplishments**

- Negotiated compensation for tenure track faculty that ranks among the highest at public AAU research institutions.
- Restored sabbatical program.
- Won domestic partnership benefits in the state legislature.

- Protected intellectual property and patent rights.
- Negotiated compensation for part-time lecturers in advance of state colleges and community colleges.
- Won access to state Health Benefit Plan for PTLs.
- Negotiated a Professional Development Fund for PTLs.
- Binding arbitration for PTLs concerning salary issues.
- Increased wages of TA/GAs by 26% over the last three years.
- Won student fee waiver for TA/GAs (almost \$1,300).

## Goals

- Advance competitive compensation for all members of the faculty.
- Increase number of tenure track lines.
- Promote visibility and respect for all contingent faculty (PTL, NTT, and TA/GA).
- Equity among the New Brunswick, Camden and Newark campuses.
- Ensure that Rutgers receives adequate public funding.



## Office Visit Method

While you are welcome to attend the periodic training sessions sponsored by the union, the following short course provides a tried and true guide to visits with colleagues. We recommend a conversational approach that avoids debate, argument or conflict. Your primary goal is to listen to the concerns, ideas, and perceptions of the person you are visiting.

### A. Introduction

*Hello I am \_\_\_\_\_. Can I take five minutes of your time to talk about the union?*

*I am helping the AAUP-AFT do a better job of reaching out to faculty members. We are preparing for the next round of negotiations by finding out what issues are important to faculty and by building our membership. I would like to know what you think we should prioritize for the upcoming negotiations and if you are interested in becoming a full member of the AAUP-AFT. I would also like to know if you have any suggestions for how the union can become a better representative of the faculty.*

### B. Discovery

*Is there anything you would like to tell me about the problems you see and what you think we can do about them?*

Listen attentively, take notes and establish eye contact.

### C. Education

Respond to concerns by verifying their importance.

If no issues are raised:

*My conversations with other colleagues suggest that there is considerable concern over competitive compensation/ problems with the tenure and promotion process/ job*

*security or appointment/ growing use and abuse of contingent faculty.*

Or suggest that concerted action is one way to address their concerns.

*We are addressing those issues by positioning ourselves now for a more productive and collegial negotiation process. Collegiality is enhanced when the administration sees us as a true and effective representative of the faculty working for the common good. To that end we have dramatically increased our lobbying efforts in Trenton and are communicating better with faculty with meetings like this one. Both of these initiatives require significant investments of the union's resources. We are committed to doing a better job.*

*We believe, and I am sure you agree, that a vital and growing organization is a better advocate for faculty in the state legislature and in Washington and a better representative here at the bargaining table.*

#### **D. Commitment**

*Your membership will help make Rutgers an even better place so we can continue to attract the very best scholars and students.*

Using the membership brochure as a guide:

*As you know, you already pay a representation fee to cover the cost of negotiations and representation. That is 85% of dues. For a few dollars more a month you can become a full member of the union. That means you can vote on the contract, elect officers, run for office and perhaps most importantly help to set the agenda for the union's activities and priorities. Even if you are not interested in those things our numbers do matter and your membership can help us*

*to help you.*

*Here's the membership form. I would be happy to take it today but of course you are welcome to think it over.*

If they do not join on the spot let them know you will follow up and that they should return the form to you. Do not encourage people to send it directly to the union office. If they say no do not press.

#### **E. Assessment**

Please fill out a copy of the Office Visit Record included in this brochure so we can create better institutional memory and not bother individuals with repeated visits.

Office Visit Records can be faxed to the AAUP-AFT office at (732) 445-5485.

#### **F. Follow-up**

Please follow-up immediately with any information the person has requested. After a month or so look in on them or send them a short email to see if they have any other questions or if they are ready to fill out the membership form.

*For more information about Talk to 2, to join our membership committee, or for any questions about the AAUP-AFT, please contact Rich Moser at (732) 445-2278.*

*Talk to 2 was supported by a grant from the American Association of University Professors.*



