

From Myron Hulen <mhulen@webaccess.net>
Sent Wednesday, December 6, 2006 3:22 pm
To 'Dean Saitta' <dsaitta@du.edu>
Cc Dana Waller <danarwaller@msn.com>
Subject RE: Top Problems

Hi Dean,

Thanks for your e-mail. Two of the three problems you mention – inadequate raises and lack of response to faculty grievances are present in many schools. There is not much the AAUP can do on salary issues, other than helping you organize enough members to present a strong bargaining force with the administration. Do you have access to DU's budget figures? At some schools, the internal allocation of funds has been biased toward sharp increases in administrative budgets and administrative salaries, and lesser concurrent increases in faculty salaries. This can be publicly aired in order to embarrass an administration into treating faculty better. Alternatively, inappropriate allocation of funds can be contested in a collective bargaining process, but that would be very difficult. You might want to check the Yeshiva Supreme Court decision that can be accessed through the AAUP.org national web site. Under this decision MOST private universities are barred from use of NLRB bargaining rules, although they can bargain outside of these rules. If NLRB rules are available to DU, then it takes a 50% plus one majority of the faculty to organize. As a practical matter, if you have 60% of faculty that are AAUP members, then usually you can effectively bargain within the NLRB process IF it is available.

We can help with the grievance process. I will send you a copy of the AAUP "Red Book." It is a compilation of policies that deal with faculty and administrative relationships and responsibilities, including grievances. Almost all universities in the U.S. endorse these policies, and as of last week, 212 academic professional associations (the American Anthropological Association first added their endorsement in 1970) have endorsed the manual. When universities don't follow these policies, the national AAUP will write a letter pointing out the violation and asking why it has happened. In about one-third of these cases, the administration will correct the problem as a result of this contact. Also, as mentioned at last Saturday's meeting, we are forming a state level Committee A that will try to resolve grievance impasses between faculty and administrations at as low a level as possible. This committee should be up and running in January.

Problems generated by decentralization of the budget process are beyond our sphere of influence. Many schools have just the opposite problem – no departmental or separate college input into allocation process. Obviously, a balance in this area is needed.

If you would like, I would be happy to come down to DU to talk to your faculty about the AAUP and how it might assist your faculty in getting more favorable treatment. We are

expanding our efforts in the state and we certainly would like to have an active chapter at DU.

Sorry for the long ramble. It was nice to meet you last Saturday, and I hope to keep in contact.

Myron Hulen

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