



# AAUP Alert!

*A Newsletter of the American Association of University Professors- Colorado Conference*

## **Message from the Conference Co-Presidents**

Steve Mumme (CSU-Fort Collins) and Jonathan Rees (CSU-Pueblo)

What a year this has been. The Colorado Conference broke new ground in September with its first (and not to be last) conference, this one on “Shared Governance in Colorado and New Mexico”, held in Durango at Fort Lewis College. Our Conference gained national attention with its interventions on behalf of the academic freedom and procedural rights of embattled professors and its sponsorship of a path breaking bill to assure equal pay and fair treatment for community college faculty and, most recently, its adoption of a new **Colorado Community College Faculty Bill of Rights**.

Colorado Conference leaders were recognized by the National AAUP. The University of Denver’s **Dean Saitta** won the 2014 [William S. Tacey Award](#) for distinguished service to a state conference, and the indomitable **Caprice Lawless** (Front Range CC) won the AAUP’s [Al Sumberg Award](#) for effective lobbying. Those of you who’ve seen the new **Adjunct Cookbook** that Front Range CC put together (see page 5) know why this award was richly deserved. Colorado Conference leaders have also been selected to serve on national AAUP committees including **Don Eron** (continuing on Committee A), **Caprice Lawless** (Committee on Community Colleges), **Suzanne Hudson** (Committee on Contingency and the Profession), and **Steve Shulman** (Committee on Research). This is a remarkable achievement for our Conference.

The latest news on membership confirms what we all suspected, that our numbers are surging (see page 3). We have added more than 100 members this past year, with three new chapters, at **Fort Lewis College**, **Metropolitan State University at Denver**, and the **Community College of Denver** leading the way. Whether you’re at a campus with a new chapter, an old chapter or no chapter at all, **we urge you to talk to your colleagues about joining the AAUP in time for 2015 – our parent organization’s centennial year**.

Congratulations all, and many thanks to our friends and advocates in public service who backed our causes. Here’s to another year of outstanding advocacy in service of Colorado faculty and students.

### **ABOUT AAUP**

*The AAUP's purpose is to advance academic freedom and shared governance, define fundamental professional values and standards for higher education, and ensure higher education's contribution to the common good.*

## New AAUP Chapters in Colorado

The Colorado Conference continues to add new chapters. The latest addition is a newly formed chapter at the **Community College of Denver** whose charter was recognized by the AAUP in October. This comes on the heels of a newly formed chapter at [Metropolitan State University of Denver](#) last spring and the formation of the **Fort Lewis College** chapter a year ago—and now the largest paid dues chapter in Colorado.

Other Colorado campuses may lack chapters but not AAUP members and advocates. We are spread out across Colorado (see page 3).

## Colorado Conference Sponsors Shared Governance Conference

The Colorado Conference sponsored a one-day conference on the theme “Shared Governance” held September 5th on the Fort Lewis College campus in Durango. Former AAUP General Secretary **Gary Rhoades** was the keynote speaker. The day-long conference was well represented with delegates from CSU, CSU-Pueblo, Front Range CC, Colorado Mesa, UNC, and Metro State in attendance and additional representation from Santa Fe Community College in New Mexico. The meeting was supported with a grant from AAUP’s Association of State Conferences (ASC). Excerpts and discussion are available on the state conference website: <http://aaupcolorado.org/2014/10/04/not-the-same-old-annual-meeting-the-colorado-aaups-shared-governance-conference-in-durango/>



**Top:** Gary Rhoades.

**Left:** Miranda Merklein of Santa Fe Community College, Tom Acker of Colorado Mesa U, Tim McGettigan of CSU – Pueblo and Brian Burke of Fort Lewis College.





## COLORADO AAUP MEMBERSHIP IS UP!!

The latest membership report from the national association shows that we've added more than 100 members since December 2013 (see table below). Congratulations to all of you for advancing AAUP at your institutions. Individually and collectively we've done a good job. Many thanks to our new chapters at Fort Lewis, Metro State, and CC of Denver which have greatly bolstered our ranks.

### AAUP COLORADO CONFERENCE MEMBERSHIP TRENDS, 2013/2014 compared:

Institution	2013		2014	
Aims State			1	gain
Arapahoe CC	2	loss	4	gain
Colorado Christian	1		3	gain
Colorado College	2	loss	4	gain
Colorado Mesa	7	loss	7	
Colorado Mines	1		1	
Colorado Mountain Coll			1	
<b>Colorado State</b>	<b>23</b>	<b>loss</b>	<b>39</b>	<b>gain</b>
CSU-Pueblo	14	gain	27	gain
Colorado Technical U.			2	gain
CC of Aurora			1	gain
<b>CU Boulder</b>	<b>17</b>	<b>loss</b>	<b>19</b>	<b>gain</b>
CU Springs			1	gain
CU Denver	6	loss	9	gain
<b>University of Denver</b>	<b>8</b>	<b>loss</b>	<b>19</b>	<b>gain</b>
U. of the Rockies	1	gain	1	
Western State U.	3	gain	2	loss
CC Denver	1	loss	9	gain
Ft Lewis College	0	loss	38	gain
Front Range CC	13	gain	15	gain
Illiff School of Theology	4	loss	1	loss
Metro State	3	gain	11	gain
Naropa University	6	loss	4	loss
Pikes Peak CC	3	loss	3	
Red Rocks CC			2	gain
Regis				
Univ. Northern Colorado	13		15	gain
No Affiliation	6		7	gain
<b>Grand Total=</b>	<b>138</b>		<b>241</b>	
<b>27 Institutions</b>			<b>19 reporting gain</b>	

## Faculty Bill of Rights Proposes to End Adjunct Labor

by Suzanne Hudson

Following several years of work with the Colorado legislature and a thorough investigation of community college finances and employment practices, the Colorado Conference of the American Association of University Professors (AAUP) has published its [Colorado Community College Faculty Bill of Rights](#). The document lists the faculty's rights, according to AAUP standards, including an end to adjunct labor throughout the Colorado Community College System (CCCS).

The Colorado Conference's 23-article Faculty Bill of Rights calls for the abolishment of the failing, two-tier faculty system that has created a type of "academic apartheid" in which the vast majority of community college teachers are not considered to be faculty, receive poverty level wages, and have no job security or assurances of academic freedom. The Faculty Bill of Rights calls for the CCCS to recommit to the principles of equitable treatment of all faculty, shared governance, and academic freedom throughout its statewide system of 13 community colleges.

"The community college system has done a fabulous job of making higher education available in nearly every corner of the state," said Colorado Conference co-president Stephen Mumme, "and so it is essential, more than ever before, for the CCCS to maintain a stable and quality faculty and to focus on its mission of teaching."

According to Don Eron, a member of the Colorado Conference Executive Committee and the national AAUP's Committee A on Academic Freedom and Tenure, it is often said that faculty's working conditions are students' learning conditions. "An impoverished, demoralized faculty cannot inspire or serve well the students of Colorado. The Faculty Bill of Rights is a significant step in the direction of providing a quality education for our students."

The 23 articles contained in the Faculty Bill of Rights address issues critical to keeping quality and experienced faculty in service to students. These issues include a united faculty, compensation, benefits, class assignments, job security, faculty governance, transparency, professional development, and academic freedom.

"We are working with our members, lawmakers, local governing boards, research organizations and think tanks around the country to help faculty at every level improve working conditions," said Jonathan Rees, Co-President of the Colorado Conference.

The AAUP has, since 1915, set the standards for the profession of teaching and has worked to ensure higher education's contribution to the common good. You will find the Colorado Community College Faculty Bill of Rights posted on the Colorado Conference website at:

<http://aaupcolorado.org/documents/colorado-community-college-faculty-bill-of-rights/>

## Randy Fischer Friend of Higher Education Award to State Senator John Kefalas



In July the Colorado Conference renamed its annual Friend Of Higher Education Award in honor of **Rep. Randy Fischer**, who has been a tireless advocate for higher education and faculty rights in Colorado. The first winner of the Fischer Award is **Sen. John Kefalas** (District 14, Fort Collins) in recognition of his many efforts on AAUP's behalf, most recently as co-sponsor of the Community College Pay Equity bill (HB-14-1154) on equal treatment for community college adjunct professors.

Full details are at <http://aaupcolorado.org/2014/07/04/senator-john-kefalas-accepts-friend-of-higher-education-award/>

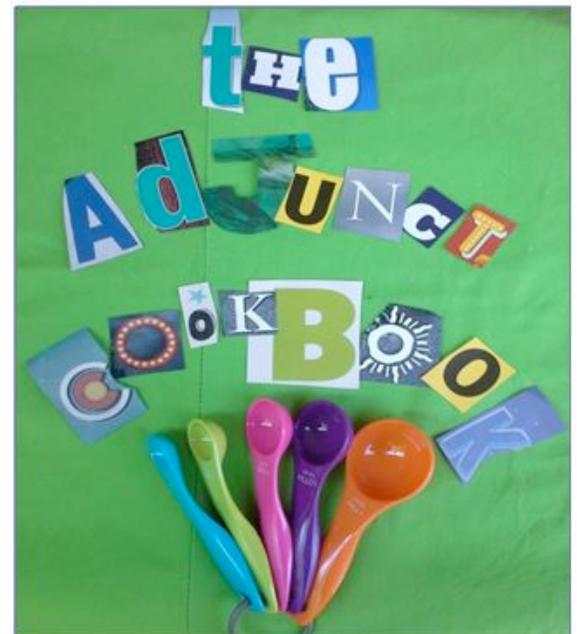
**Picture:** AAUP members present Colorado Senator John Kefalas with the Randy Fischer Friend of Higher Education Award on July 2, 2014. Left to right are Senator Kefalas, Don Eron, Representative Randy Fischer, Caprice Lawless, and Suzanne Hudson.

## Community College Equal Pay Initiative

The Colorado Conference is redoubling efforts to improve the working conditions of adjunct faculty at state community colleges. The Conference is working with local state legislators on new legislative proposals and recently published a new **Colorado Community College Faculty Bill of Rights** that has garnered national attention (see page 4 and also here: <http://aaupcolorado.org/2014/11/03/faculty-bill-of-rights-proposes-to-end-adjunct-labor/>).

AAUP community college representatives continue to broaden awareness of the woeful working conditions of CC adjuncts, most recently organizing advocacy tables for national [Faculty Equity Week at Front Range and Red Rocks CC](#). Check out the fabulous new organizing tool, [The Adjunct Cookbook](#). Copies are available for a donation of \$7.50 each (including shipping and handling), via the FRCC AAUP website:

<https://sites.google.com/site/coloroadadjunctswiki/adjunct-cookbook>



## **CHAPTER NEWS BRIEFS**

**CU-Boulder:** As has been the case in recent years, the CU administration has supplied our chapter with numerous opportunities to defend the academic freedom and due rights of faculty. Last December, the chapter issued a statement condemning the University's treatment of Sociology professor Patti Adler. In the spring our chapter issued a report (jointly with the state conference) on the administration's violation of AAUP and university policies in its treatment of the CU Philosophy Department. This report received extensive coverage in the *Chronicle of Higher Education* and *Inside Higher Ed*, as well as the *Boulder Daily Camera*. Additionally, the chapter has continued to help faculty in numerous lower profile cases. This year, members of the chapter were also gratified to see CU adopt as policy [HB12-1144](#), the AAUP sponsored law that permits multi-year contracts for instructors. In 2012, half a dozen CU instructors testified before the state legislature in support of HB12-1144.



**Colorado State University, Fort Collins:** AAUP members helped spearhead an effort to guarantee anti-retaliation protection for faculty in CSU's grievance procedures. CSU's Faculty Council voted to support protection in May but the groundbreaking measure was pocket vetoed by president Anthony Frank this summer (see Steve Mumme and Ray Hogler's articles in the CSU AAUP Fall Newsletter [[aaupcsu.org](#)]). AAUP-CSU is pursuing this cutting edge reform this academic year.

**Colorado State University, Pueblo:** In an effort to improve shared governance at the university, the CSU-Pueblo chapter composed and submitted a complaint to our accrediting body. We look forward to working with the Higher Learning Commission and the administration to improve this crucial aspect of successful universities everywhere going forward.

**Front Range Community College:** Sales have picked up again for [The Adjunct Cookbook](#). We had some fun, made some new friends, and definitely influenced people on our campus and others across the state.

**Metropolitan State University Denver:** The newly-formed MSU Denver Chapter of AAUP has been refining its By-laws and Constitution. We are examining several issues brought forth by faculty of the University and are working on a joint statement in response to those items. The Chapter is looking to lend its voice to support other Colorado professors, as they deal with issues on their respective campuses. We are planning a membership drive in early 2015, as well as increasing our Chapter's web presence. The MSU Denver AAUP chapter website can be found at <http://aaup-msudenver.org/>.

**University of Denver:** Campus AAUP members were deeply involved in making revisions to the faculty handbook ("Policies and Procedures Relating to Faculty Appointment, Promotion, and Tenure.") These revisions include a more robust definition of academic freedom, multi-year contract and promotion provisions for Lecturers, and an explicit affirmation of the power of the Faculty Review Committee (which reviews faculty appeals and grievances) to "recommend remedies for procedural inadequacies or for inequities or injustices."

## **OFFICERS OF THE COLORADO CONFERENCE**

Co-Presidents: Steve Mumme (CSU- Fort Collins)

Jonathan Rees (CSU-Pueblo)

VP for Legislative Matters: Ray Hogler (CSU-Ft. Collins)

VP for Community Colleges: Caprice Lawless (Front Range CC)

Secretary/Treasurer: Suzanne Hudson (CU, ret.)

Editor of *AAUP Alert!*: Dean Saitta (University of Denver)

You can become a member of AAUP by visiting [www.aaup.org](http://www.aaup.org) and clicking on “Get Involved” or by contacting one of these **AAUP Colorado Chapter representatives**:

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### **Colorado Committee For the Protection of Faculty Rights (CCPFR)**

The CCPFR investigates violations of faculty rights and AAUP principles of shared governance and due process on Colorado campuses. **Detailed CCPFR policies and procedures may be found on the [conference website](#).** If you have a case that warrants consideration by CCPFR please contact Ray Hogler, CCPFR Chair ([Raymond.Hogler@colostate.edu](mailto:Raymond.Hogler@colostate.edu)), Steve Mumme ([Stephen.Mumme@ColoState.edu](mailto:Stephen.Mumme@ColoState.edu)), or Jonathan Rees ([jonathan.rees@csupueblo.edu](mailto:jonathan.rees@csupueblo.edu)).

*Please go to <http://aaupcolorado.org/> for more details on all items reported in this newsletter, past issues of *AAUP Alert!*, and other information about Conference events, activities, and publications.*

**The AAUP's Policy Documents and Reports (aka “The Redbook”) contains the Association's major policy statements. Order your copy at <http://www.aaup.org/AAUP/pubsres/policydocs/>**

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