



AAUP Alert!

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

SAVE THE DATE

Colorado Conference Annual Fall Meeting

December 5, 2015

9:30-3:30

Louisville, CO

The Colorado Conference will hold its 2015 Annual Meeting in Louisville, Colorado, on Saturday, December 5, 9:30am-3:30pm at the historic **Waterloo Restaurant and nearby Louisville Public Library**.

The guest speaker will be AAUP Vice-President **Hank Reichman**. For more information about Dr. Reichman please see page 2.

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.

Message from the Conference Co-Presidents

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

Congratulations are in order for our AAUP activists across the state. We continue to set milestones. Last July we hosted the AAUP **Summer Institute at Denver University**, including a very successful pre-Institute reception for early arrivals and national AAUP staff. We followed that up with our own "**Mini-Innie**", a special mini-institute for community college adjunct faculty held in Louisville, Colorado.

Our community college activists staged **Adjunct Survival Workshops** (see page 3) this fall semester, garnering the attention of Rocky Mountain PBS and continuing to advance public awareness of the deplorable state of community college adjunct working conditions statewide.

We are proud to welcome **new advocacy chapters** at the University of Colorado Colorado Springs and Aurora Community College-Community College of Arvada as well as a revitalized chapter at the University of Northern Colorado (see page 7).

Your passion and commitment to the defense and advancement of academic freedom and shared governance in Colorado is making difference in Colorado higher education and we may all be justly proud of that.

Please celebrate by joining us at our annual meeting on December 5, 9:30 am at the historic Waterloo Restaurant and Pub in Louisville, Colorado. We are pleased to have AAUP National Vice-President and legendary champion of academic freedom in America, **Hank Reichman**, as our guest speaker.

2015 Annual Meeting Guest Speaker

Dr. Hank Reichman is Professor of History at California State University East Bay. He currently serves as the chair of the AAUP's influential Committee A on Academic Freedom and Tenure.



An indefatigable champion of AAUP principles and practice, Hank is the author of numerous statements, articles, and op-eds advancing the value of academic freedom, shared governance, and liberal education in America.

Please join us for what is sure to be an engaging and informative meeting and a once a year opportunity to network with fellow activists and learn more of the AAUP's work and challenges in Colorado. Lunch at the Waterloo will be provided. See you there!

For more on Hank's perspective, see:

[The Incredible Disappearing Faculty](#)

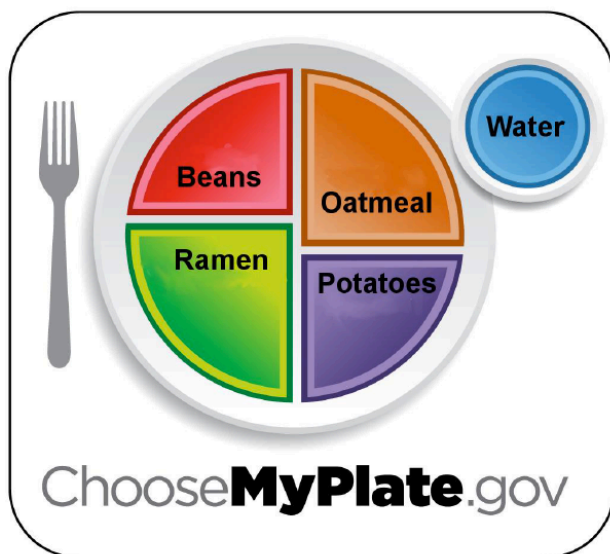
[The Uses of the Liberal Arts](#)

[The Crisis of Shared Governance in the California State University](#)

Community College Adjunct Survival Workshops

Our community college chapters held the first-ever Adjunct Survival Workshops on September 18 at Front Range Community College and on October 29 at the Community College of Denver. The events were open to all CCCS faculty. State and county officials were on hand to explain to adjunct faculty how to access food stamps, subsidized housing, Medicaid, inexpensive dental care, utility bill discounts, and other taxpayer-supported programs. Officials from the state's Public Employee Retirement Association (PERA) demonstrated for adjunct faculty how to calculate what they will receive in retirement from their years of service in the CCCS.

USDA announces revised food groups for adjunct faculty

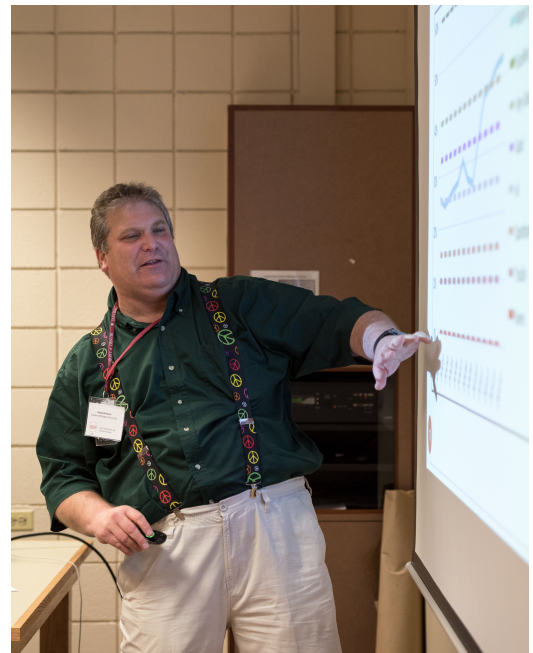


Posted by New Faculty Majority, July 31, 2015

Colorado's Community College System (CCCS) continues to pay 75% of its faculty (the so-called "adjuncts") poverty-level wages. Because PERA benefits are linked to salary levels during years of service to the state of Colorado, it has been estimated that the many CCCS adjunct faculty who have taught full-time teaching course loads for years will receive between \$300 and \$400 per month in retirement. At that income level, many CCCS adjunct faculty who have served Colorado's economically disadvantaged youth will themselves become economically disadvantaged adults qualifying for taxpayer-supported programs for decades throughout retirement. Most alarming is how many devoted teachers working in Colorado's wealthy Community College System already qualify for such assistance even while working for the most financially secure system of higher education in the state.

The top-heavy, well-paid CCCS administration (2,009+) outnumbers its full-time faculty (1,246), while the largest group of community college workers is the part-time or "adjunct" faculty (3,924), according to the Integrated Postsecondary Education Data System (IPEDS), the national clearinghouse of higher-education reporting. Furthermore, the Feb. 2015 CCCS Financial Statements and Compliance Audit reveals the CCCS net position at the end of June, 2014, was \$617,915,276 million. This represents an increase of more than \$30 million in three years, as the 2012 Basic Financial Statements and Compliance Audit reported CCCS net position at the end of June, 2011 was \$586,996,147 million.

“The CCCS is taking in \$20 million more per year than it spends,” explained **Howard Bunsis** (right), chair of the AAUP Collective Bargaining Congress, during his presentation at a [July Mini-Institute sponsored by metro-area AAUP chapters of the CCCS](#). “That should be going to you, the teachers, instead of going into their reserves,” he said. “The mission of your college system is instruction. That money isn’t going to instruction, so that’s wrong,” he explained. “When they tell you they can’t afford to pay you even double what they are paying you now, they are lying,” he added. “Why does the CCCS need to have even more than \$100 million in reserves?” he said. Although the mission of the system is to use those funds to provide instruction, as Bunsis pointed out in his July 2015 report, “The Legal and Financial Landscape for Community College Faculty in Colorado”, just 14% of CCCS revenue goes to the instructors teaching 60-85% of all courses its 13 colleges offer.



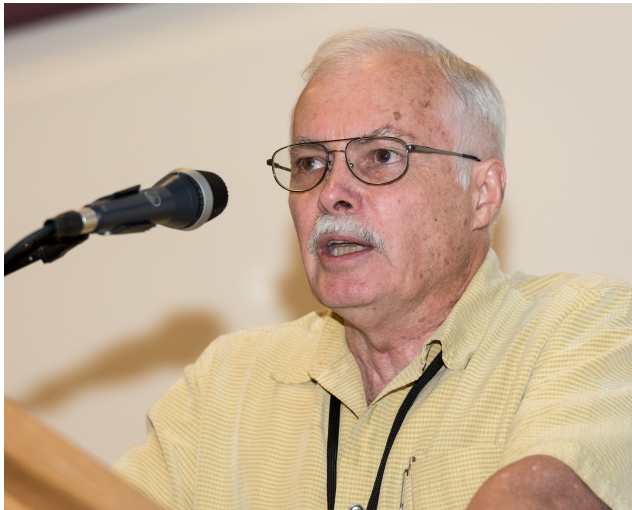
Bunsis explained that CCCS administrators employ fear tactics in spurious statements to adjunct faculty about budget shortfalls and declining enrollments, but data refute the statements. For example, very few CCCS adjunct faculty, many of whom work two or three jobs to make ends meet, understand that the CCCS takes in \$20 million more than it spends annually, and has accumulated more than a quarter billion dollars in reserves. The tired phrase adjuncts hear, that “enrollment is down,” provokes the question: Down from what? Student enrollment has risen dramatically from 144,783 in 2011 to 163,000 in 2015, according to CCCS statistics, even while, semester-to-semester, there have been small fluctuations. The system continues to bring in so much money, for example, that it recently gave its full-time teachers a 20% pay increase (approximately \$1,000/per course), plus a cost-of-living pay increase, while giving its part-time faculty a pay increase gesture (approximately \$240/per course), and no cost-of-living increase. The part-time faculty, who rarely move into full-time positions, continue to earn poverty-level wages, even with the tiny pay increase.

Meanwhile, the CCCS building boom continues apace; the system has added scores of new programs and pays thousands to lobbyists to fight equal-pay legislation that adjunct faculty bring forward. The wage inequality is so severe that in the Denver metro area, for example, the few hundred full-time faculty are earning, on average, \$6,800 including benefits to teach a course while their adjunct counterparts teaching that same course are earning, on average, \$2,500 with no benefits. The CCCS Board on Feb. 11, 2015, determined that, in spite of its fantastic financial picture and its ability to put \$20 million each year into reserves, it cares so little about the financial difficulties facing adjunct faculty that it un-recommended its own Adjunct Task Force Recommendation to give to its impoverished adjunct faculty the 28% pay increase the Task Force determined was needed. To add insult to injury, to skirt Affordable Care Act compliance, many of the 13 CCCS colleges are cutting adjunct-faculty course loads to force the adjuncts out of the teaching profession altogether. This is leaving many of Colorado’s most economically disadvantaged students without the stellar teaching that has long been the hallmark of Colorado’s community colleges.

Summer Institute at the University of Denver, July 23-26, 2015

**By Gwendolyn Bradley, National AAUP Director of External Relations
(Reprinted from *Academe*, September-October 2015. Photos by Mike Ferguson)**

More than 270 AAUP members and academic activists convened at the University of Denver July 23-26 for an intensive, four-day series of workshops and seminars designed to prepare participants to organize their colleagues, stand up for academic freedom, and advocate for research and teaching as the core priorities of higher education.



The range of topics addressed included organizing for power, implementing collective bargaining contracts, developing contract campaigns, building and running AAUP chapters, understanding institutional finances, and forging partnerships and alliances on campus.

Left: Colorado AAUP conference co-president Steve Mumme (Colorado State University-Fort Collins) welcomed Summer Institute participants. (Mike Ferguson, AAUP)

“I was impressed by how each session, and the institute as a whole, was rigorous and fun at the same time,” says Leonore Fleming, a faculty member at Utica College and first-time attendee. “Each session was full of great information, and there was always much friendly and helpful discussion surrounding the (sometimes quite serious) issues at hand. It was refreshing to be around so many academics working hard together on issues that transcend the typical ‘publish or perish’ competitive environment.”

Right: First-time Summer Institute attendees gave a show of hands at the opening night reception. (Mike Ferguson/AAUP)



More than 150 attendees gathered for a rough-cut viewing of *Agents of Change*. Produced by Abby Ginzberg and Frank Dawson, the film examines the racial conditions that produced the Black Campus movements of the 1960s and their connection to our contemporary moment. After the film, Ginzberg, Dawson, and professor Ibram Kendi led a group discussion.



Above: Filmmaker Abby Ginzberg at the screening of *Agents of Change*, a film that examines the Black Campus movements of the 1960s and their connection to our contemporary moment. (Mike Ferguson/AAUP).

“The Summer Institute exceeded my expectations with excellent workshops and panel discussions,” says Deborah Bell, a faculty member at the University of North Carolina at Greensboro. “I am increasingly convinced that we need one faculty speaking with one voice to confront the serious challenges facing higher education, and I deeply appreciate the work of this year’s organizers and presenters in pointing us toward innovative solutions.”

Photographs from the Summer Institute are available at <https://www.flickr.com/photos/aaup/sets/72157656795228658/with/20357278908/>

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), Steve Mumme (Stephen.Mumme@ColoState.edu), or Jonathan Rees (jonathan.rees@colostate-pueblo.edu).

CHAPTER NEWS BRIEFS

Colorado State University, Fort Collins: The chapter elected new officers in September. It thanks outgoing president Bill Timpson for his service.

Community Colleges: An Arapahoe Community College chapter was formed by Nate Bork. This means that AAUP chapters now exist at 5 Denver metro-area community colleges. The Front Range chapter published and promoted the “2015 CCCS Adjunct Index” which is available [here](#). The Red Rocks chapter continues to expand, holding two meetings in October and an ambitious membership table during Campus Equity Week.

University of Colorado, Colorado Springs: Early organizing for a chapter is generating quite a bit of interest. Major issues include the usual suspects: expansion of non-tenure track positions, marginalization of faculty in shared governance, an ineffective faculty senate, a merit raise process that pits tenure-track and non-tenure track faculty against each other, non-transparency regarding university budget, and other procedural issues related to decision making.

University of Denver: Campus AAUP members worked with Colorado Conference leaders to host a welcoming reception for early Summer Institute arrivals and national AAUP staff. The venue (DU’s Renaissance Room), food, and drink received high praise from attendees. The chapter lobbied for, and received funding from DU’s Faculty Senate and Provost’s Office to support several Summer Institute registration stipends for DU faculty. These faculty will report their experience at a special Faculty Senate panel to be held in winter quarter 2016. Chapter liaison Dean Saitta contributed to a Faculty In-Service training on shared governance at Colorado Mountain College in Edwards, CO, August 14, 2015.

University of Northern Colorado: Campus faculty held an organizing meeting to revive the UNC chapter. The chapter had fallen into dormancy, but optimism is high concerning prospects for its revival.



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

OFFICERS OF THE COLORADO CONFERENCE

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

Jonathan Rees (CSU-Pueblo)

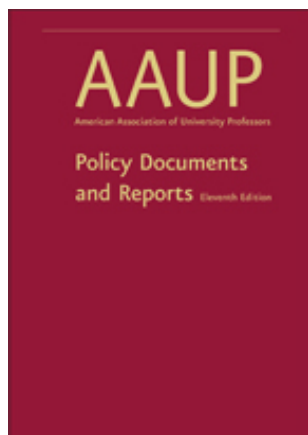
VP for Legislative Matters: Ray Hogler (CSU-Ft. Collins)

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

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

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

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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/>