



AAUP Alert!

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

SAVE THE DATE

Colorado Conference Annual Fall Meeting

December 7, 2013

9:00 am

**University Memorial Center,
Room 247
CU-Boulder**

This year's meeting will feature Keynote Speaker **Howard Bunsis**, a professor of accounting at Eastern Michigan University and President of the AAUP Collective Bargaining Congress. Dr. Bunsis is a nationally-recognized expert on college and university budgets. Also on the agenda is a discussion of legislation, to be introduced in 2014, mandating pay equity in Colorado's Community Colleges. AAUP members working on such legislation will be on hand to discuss and answer questions about the bill.

A continental breakfast and boxed lunch will be served. Please RSVP to Suzanne Hudson, Conference Secretary-Treasurer, at suzanne.hudson@colorado.edu

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) and Jonathan Rees (CSU-Pueblo)

We can take pride in another year of outstanding accomplishments by AAUP chapters throughout the state. AAUP chapters continue to stand up for adjunct professors' rights and our newest Colorado chapter, Front Range Community College AAUP, is leading the fight.

Other campus chapters have tackled the controversial issue of gun rights on campus (see page 5), challenged questionable tenure and promotion decisions, and faced down threats to shared governance. Our conference statement concerning the proper treatment of probationary faculty on the tenure track (see page 4) gained national attention. The conference has also gained by having one of our own, CU's Don Eron, serving on AAUP's influential Committee A.

Here at home, the Conference welcomes Dr. Jonathan Rees of CSU Pueblo to the Co-Presidency and thanks Dr. Dean Saitta, who carries on as Editor of *AAUP Alert!* and DU's chapter president, for four years of outstanding service.

We are constantly reminded that as our voice has amplified statewide we continue to face serious challenges to shared governance and academic freedom. Even as our campuses grow new programs and facilities, a majority of Colorado professors labor for inadequate wages and lack academic freedom.

We cannot afford to be complacent. Urge your colleagues to join AAUP and press the fight for faculty rights! Join AAUP at www.aaup.org/AAUP/involved/join/.

CSU's President Frank Leads on Adjunct Issues

by Sue Doe, Colorado State University-Fort Collins



Colorado University President Anthony Frank continues to advocate the need for improvements in the conditions of CSU's adjunct professors. Though he disavows staking out a leadership position on this issue beyond the CSU campus, he is the first leader of a Colorado public university or college to recognize the urgent need for action to improve the lot of adjunct professors.

In a recent [interview with Colorado Public Radio](#), President Frank noted that while instructors in the adjunct ranks reflect varying levels of insertion in pedagogical programs of departments, all should be better paid and those with long term commitments and service to the institution should be recognized for their professionalism and engagement with CSU students. Pressed to put a number on the salary level that might be appropriate for such fully engaged professors, Frank did the unthinkable (till now) and said that, in his opinion, a salary a level between the current figures and somewhat under entry-level tenure-track positions would reasonable.

President Frank agreed that institutions of higher education like CSU had substantially increased reliance on adjunct instructors in the face of the higher education financial crunch in this state and across the country. In his view, however, the budget crisis does not justification exploiting adjunct labor at present levels. Poor pay and at-will conditions of employment, he agreed, diminish the quality of education services at the very time that universities are relying heavily on student tuition and touting the high quality of their education services to do so. These same conditions, in the words of professor Laura Thomas, deprive instructors of academic freedom necessary for effective classroom teaching.

In conclusion, President Frank stated that he while he was not trying to lead a national movement for adjunct reform, he was strongly committed to improving the conditions of adjunct employment on the CSU campus. While AAUP respects his position we sincerely hope his lead will prompt other campus presidents and their boards to take action as well.

Colorado Chapters Active in Campus Equity Week, October 28-November 1

Campus Equity Week events focused on the role of adjunct faculty at colleges and universities. As institutions have come to rely on faculty who work off the tenure-track to teach undergraduate courses, disparities in working conditions and compensation have moved adjunct and contingent faculty to advocate for reforms.

CSU-Fort Collins welcomed **Maria Maisto**, president of New Faculty Majority (NFM), to its campus. Maisto participated in an all-university colloquium in the Morgan Library Event Center. She met with members of the CSU Adjunct faculty to brainstorm strategies for meeting President Frank's 2013 initiative of "Creating an Exceptional Environment for Adjunct Faculty." Maisto also met with CSU President Tony Frank and other administrators following the Adjunct faculty workshop and prior to attending an organic theater production, "Contingency: A Crisis of Teaching and Learning." This production allowed some fifteen young graduate students who are working as adjunct instructors to share their challenges, hopes, and despair in teaching at a research intensive university, their lack of security, and their poor prospects for decent wages and working conditions.

Adjunct Faculty at **Front Range Community College** have been moving aggressively and courageously to promote equitable treatment on their campus. The Colorado Community College System had \$579 million in revenues in 2013. Only 11% went to the 4,000 adjunct faculty who teach approximately 70 percent of all CCCS courses. Figures vary on the percentage of courses taught by adjuncts. Rural campuses typically employ more full-time faculty, while metropolitan campuses (Pikes Peak CC, FRCC, Red Rocks CC) employ more adjuncts. Figures for the metropolitan area-campuses

run 75-85% adjunct instruction. FRCC adjuncts set up an information table and book display and distributed free coffee and muffins at a faculty inservice. Their activism increased chapter membership by one third.

FRCC adjunct faculty leaders are pictured at the left. From left to right: Caprice Lawless, Mark DuCharme, Carolyn Elliott, and Marissa Baker.



Lieutenant Governor Joe Garcia Receives the 2013 Colorado Conference Friend of Higher Education Award

Colorado's Lieutenant Governor Joe Garcia was given the Colorado Conference's 2013 Friend of Higher Education Award on Thursday, September 19 in a brief ceremony at his office in the state capitol. Conference Co-Presidents Steve Mumme and Jonathan Rees attended, along with Executive Committee members Suzanne Hudson and Caprice Lawless. The Friend of Higher Education Award honors Colorado legislators who distinguish themselves as supporters of higher education in the state. Mr. Garcia is the first non-legislator to win the award. He is the former president of CSU-Pueblo and Pikes Peak Community College.

"Joe has been a crucial voice in explaining the importance of effective universities to the future of Colorado", said Jonathan Rees. "We are grateful for the priorities and experience that Joe brings to the table as the legislature and the [Governor] Hickenlooper administration craft budgetary solutions for Colorado's public colleges and universities." [Right: Joe Garcia and Jonathan Rees]



Colorado Conference Issues Statement on Changing Tenure Criteria for Probationary Faculty

The Conference Executive Committee has issued a statement about changing tenure criteria for probationary faculty. In 2012-13 several annual evaluation or tenure and promotion cases at Colorado universities drew attention to the problem of changing codes and standards for tenure and promotion for tenure-track faculty in their probationary period. These cases are of interest to the Colorado Conference as the issue has broad applicability to the adoption and maintenance of best practices in the evaluation of probationary faculty leading to the grant of tenure and promotion in rank in colleges and universities statewide. The Conference's statement can be found on the Documents page of the [Conference website](#) and also [here](#).

On July 24, 2013 *Inside Higher Education* ran a story called "[Changing the Rules](#)" that links to the statement and quotes Conference members Steve Mumme, Jonathan Rees, and Bill Timpson. It also includes an opinion from Robert Kreiser, Associate Secretary for Academic Freedom, Tenure and Governance at the National AAUP. Kreiser describes the Colorado conference's statement as "more explicit" than any formulated by the National AAUP, and he endorses its premise.



AAUP Proposal a Logical Way to Regulate Guns on Campus

by Raymond Hogler, CSU-Fort Collins

In its last session, the Colorado Legislature rejected a proposal to ban guns at public institutions of higher education. The state chapter of the American Association of University Professors, or AAUP, is working to develop guidelines that balance the rights of gun owners with the rights of students and workers on college campuses to create an environment safe from threats of serious injury or death.

The AAUP proposal is a simple one. We suggest that institutions ask all students and employees if they have a concealed carry permit and create a database with that information, which would be accessible to anyone with proper login credentials. A faculty member could readily determine if any students in his or her classes had a permit and, if so, the teacher could request an armed security guard for the class. If an employee discovered that a co-worker had a permit, the employee could ask to be transferred to another workplace, or, alternatively, to have any weapons placed in a secure location during working hours.

When we presented our proposal to officials at Colorado State University, we were told that our ideas would be contrary to the law of the state and would not be considered. Effectively, this response precludes any discussion of reasonable gun policies to protect the university community. We think the legal opinion of the university not only stifles debate about personal and social rights but is also simply wrong.

The Colorado statutes contain one provision specifically dealing with guns and databases, which states: 29-11.7-102. Firearms database, prohibited

- (i) A local government, including a law enforcement agency, shall not maintain a list or other form of record or database of:
- (a) Persons who purchase or exchange firearms or who leave firearms for repair or sale on consignment;
 - (b) Persons who transfer firearms, unless the persons are federally licensed firearms dealers;
 - (c) The descriptions, including serial numbers, of firearms purchased, transferred, exchanged, or left for repair or sale on consignment.

The plain language says that a local government may not maintain a database of the purchase, sale or exchange of guns. CSU is not a local government, and the AAUP proposal has nothing to do with buying, selling or possessing a gun. Many citizens might own guns without having a concealed carry permit, and some may have a permit who do not own a gun. Clearly, there is no necessary connection between concealed carry and ownership. The AAUP proposal does not infringe on anyone's right to buy, own or carry a gun.

There are two theories about the Second Amendment right to bear arms, according to the National Rifle Association. One rationale is that a gun offers a means of personal defense against aggression. The second NRA premise is that guns are a means of resistance against tyranny, and widespread gun ownership protects our liberties.

A policy providing for safe and secure classrooms, workplaces and public spaces promotes the rationale of both personal safety and civic liberty. Having armed guards in classrooms, at the discretion of the instructor, is consistent with recommendations of the NRA. Since universities are a place for free, open and uncoerced expression, they are a pillar of all other constitutional rights, including opposition to tyrannical government. Unfortunately, CSU's leadership seems to think debate is futile.



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

Several chapters were successful in assisting individual faculty whose due process rights were abridged or violated.

CU-Boulder: AAUP leaders successfully intervened on behalf of 5 faculty members who were recommended for non-reappointment.

The faculty grievance procedure--one outcome of the push for "instructor tenure" on that campus--is working most of the time. The national AAUP has issued a statement about CU-Boulder's ideology survey that is available [here](#).

Colorado State University, Fort Collins: AAUP leaders successfully advised faculty who had grievances regarding tenure. One faculty member won an extended probationary period and another's performance evaluation was overturned. The chapter will be hosting author Connie Willis as a guest lecturer in early spring 2014 and will be inviting all chapter members from around the state. Dates to follow.

Colorado State University, Pueblo: The push this year is to increase adjunct and lecturer job security. Suzanne Hudson and Don Eron have been invited to speak on this subject to the chapter and Faculty Senate on November 24.

Front Range Community College: Chapter leaders have been addressing the serious problem of adjunct working conditions (see page 3 of this newsletter). They have been taking adjuncts to food banks and handing out flu shot vouchers. This activity has gotten the attention of Lt. Governor Joe Garcia and state senator Evie Hudak.

University of Denver: AAUP leaders successfully intervened in winning a new pre-tenure review for a probationary faculty member whose original review was flawed and prejudicial. The chapter has been active in suggesting revisions to the faculty handbook. Jonathan Rees and former National AAUP President Cary Nelson spoke to the university's Strategic Issues Panel on Higher Education in summer, 2013.

Colorado AAUP leaders from Boulder, Fort Collins, and Denver collaborated to win extended probationary periods for two faculty members originally denied due process and tenure at the CU system's Anschutz campus. We also advised on an appeal of appointment non-renewal at CU-Denver that resulted in financial compensation for the appellant.



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)

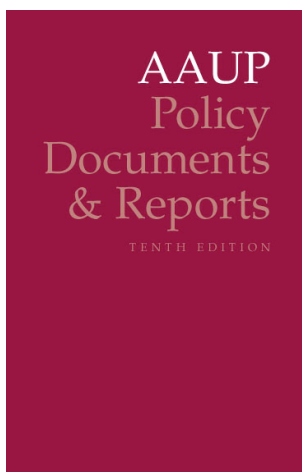
Secretary/Treasurer: Suzanne Hudson (CU, ret.)

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

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

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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/>