

NEWSLETTER

Colorado State University Chapter

American Association of University Professors (AAUP)

Academic Freedom for a Free Society Vol.1:4 (2008)

Election/Legislative Update

- **Local Reps Retain Seats:** *Congratulations to local representatives **Randy Fischer**, **John Kefalas**, Kevin Lundberg, and senator **Bob Bacon** for retaining their seats in the Colorado General Assembly. We look forward to their strong support for higher education in the State of Colorado. Congratulations also to Senator **Steve Johnson** (Dist. 15) who won his race for Larimer County Commissioner. We will miss Steve's strong voice in the Colorado General Assembly but know he will be an advocate for CSU and higher education in his new role in county government.*
- **Democrats maintain majorities in the General Assembly**
- **Arbitration bill.** The AAUP arbitration proposal remains pending for consideration by the Colorado General Assembly's Joint Budget Committee. *Stay Posted.*

State Conference/Around the State

The Colorado Conference of the AAUP election results are in. By almost unanimous votes the following people have been elected:

- *CO-Presidents: Laura Connolly (UNC) and Dean Saitta (DU)*
- *VP for Legislative Matters: Ray Hogler (CSU)*
- *VP for Administrative Matters: Marki LeCompte (CU)*
- *Secretary: Liz Nick (FRCC retired)*

CONGRATULATIONS to each and THANKS to each for their willingness to serve. As the outgoing President, I am thankful that we have such an outstanding team to continue the important work of protecting academic freedom, shared governance, and fairness in treatment of all faculty. I will continue to be available to assist them with advice and historical perspective if needed. It has been both a pleasure and an honor to have served the Conference over the past several years.

Let us go forward with a renewed sense of vigor and dedication to the cause! There is so much more that

Feature Article

Contingent Faculty Update Fall 2008

Sue Doe, Ph.D.

While contingent faculty are becoming increasingly well organized across the CSU campus, the support of the AAUP is more important than ever. For instance, in an examination of college and departmental enactment of "The Provost's 6R's," which emerged from The Provost's Task Force in Fall 2006, the Task Force last year discovered a high degree of variability and in some cases a complete lack of understanding of the 6R's despite the fact that these recommendations were endorsed by the Provost in November 2006. Clearly the dissemination of these recommendations fell short. However, the assessment of their enactment, while disappointing, yielded other types of valuable information such as a more thorough understanding of challenges and opportunities for dealing responsibly with the issues of contingency. For instance, in the College of Liberal Arts, chairs from each department were interviewed about the varying difficulties of departments regarding faculty staffing. Emerging from these interviews were the following recommendations to the Dean of the College of Liberal Arts and reinforced by recommendations from the CLA Adjunct Council and newly formed CLA Standing Committee on Adjunct Issues:

- Declaration in the College code that a standing committee be maintained for purposes of bringing adjunct issues into fuller visibility
- Creation of a salary schedule to reward seniority and possession of the terminal degree
- Greater discussion among department chairs and greater visibility of evaluation and hiring processes toward a goal of transparency, simplicity, and consistency
- Creation of contingent faculty handbooks, one that would guide chairs as they

we can accomplish with coordinated effort. Please remain active and, if you have not been active, get involved!

Myron Hulen, Ph.D.

State Conference Annual Meeting Highlights

- *Myron Hulen passed the torch to Laura Connolly and Dean Saitta and the rest of the executive team.*
- *Marshall Clough was unanimously elected to chair the Colorado Committee for Protection of Faculty Rights.*
- *Don Eron and Suzanne Hudson presented CU's proposal for instructor tenure.*

Local Affairs:

- **Penley resignation may raise faculty profile:** *The unexpected resignation of CSU President Larry Penley may have a silver lining for CSU faculty who will now have the opportunity to weigh in on the selection of the next president (see BOG head Doug Jones statement in the adjoining column if you missed it on line. See his comments at the Faculty Council special session below).*
- **Financial Accountability Report:** *In a much needed departure from the past CSU will now publish annually a new Financial Accountability Report (see Allison Deneen's announcement in the adjoining column) that should better enable faculty and students to track university revenues and spending in a manner consistent with recent trends in state government. Rep. John Kefalas emphasized the importance of this measure in our last chapter meeting and it seems his conversations with university administrators have born fruit. Thanks John!*

Faculty Council Special Session.

November 13, Johnson Hall. *In a rare special session of Faculty Council attended by nearly 300 CSU faculty, BOG Chair Doug Jones and newly Interim-President Tony Frank assured concerned faculty that university administration would be more transparent and responsive to stakeholder concerns as the Board considers the structure of governance for the CSU System and conducts its search for a new campus president. Among Frank's key*

develop policies around staffing and one for contingent faculty themselves as they undertake their work

- *Creation of a dedicated contingent faculty web site with college support for its maintenance*
- *Recommendation for proposal and development of new funding mechanisms and commitments by central administration to support a non tenure-track faculty asset that is largely responsible for the teaching of core curriculum courses*

Additionally, the CLA Adjunct Council and Standing Committee is currently evaluating other items, including:

- *the idea of instructor tenure as proposed by the CU chapter of the AAUP to its faculty senate*
- *use of academic rank as reward for service in the CLA and as applied in other colleges such as Natural Sciences, Business, and Veterinary Medicine*
- *turning more adjunct positions into "salaried" positions with job descriptions reflecting the range of work that contingent faculty actually do and for which they might be rewarded if this work were represented in the job description*

The efforts of both the Provost's Task Force and various college and department-level groups have demonstrated that a model already exists at CSU for positive interaction with contingent faculty and that is in the College of Veterinary Medicine and Biological Sciences, where, in addition to excellent **representation, salary schedules, faculty rank/promotion opportunities, individualized job descriptions, and regular upwards salary adjustments**, CVMBS has provided **meaningful mentoring** to its contingent faculty and recently **converted FIVE special appointments to tenure-track positions.**

New CSU Financial Accountability Report

Allison Dineen
VP for Finance
Colorado State University

points were:

- *His office was committed to transparency and to better communicate with faculty on budget matters.*
- *He didn't foresee any change in strategic direction within the university.*
- *A key administrative foci would be on improving communications and procedural aspects of university governance—"We need to promote a sense of shared governance and have a fair and open process...I'm open to advice on process."*
- *Administrative relationships should be clarified—he thought the BOG would be willing to receive suggestions administrative reforms in connection with the presidential search.*
- *In response to professor Laura Jones' question on how his administration would accommodate concerns of non-tenure track faculty, Frank noted that "we are increasing our reliance on NTT faculty in absolutely core areas within the university. We need better tools to aid NTT faculty."*

BOG Chair Doug Jones, commenting on the proposed separation of the system chancellor's duties from those of a new president noted in response to questions that:

- *The new chancellor ought to have an academic background as well as the ability to work with the legislature—the chancellor would not run the CSU campus.*
- *We need a full-time president on campus.*
- *The executive search process would be a "slow" deliberative process reaching out to all stakeholders on and off campus.*

Chapter Update/Alerts:

- *Arbitration.* No recent developments but Faculty Council head Richard Eykholt has assured us he is still considering our rebuttal of criticisms from university legal counsel Amy Parsons..
- *Faculty disciplinary procedure.* At this point it appears that proposed changes to E.10.7 should be measured with a good deal of skepticism. Key changes:
 - 1) *Expand reach of covered individuals.*
 - 2) *Add behavioral conduct to performance issues as basis for sanction.*
 - 3) *Broaden the range of sanctions beyond revocation of tenure.*
 - 4) *Streamline resolution timeline.*

I am pleased to inform you that later this month, Colorado State will publish its inaugural **Financial Accountability Report**, which will straightforwardly present specific, non-subjective information regarding the University's finances, including an overview of total University revenue and expenditures. The information will also look at a five-year history of University revenues and expenditures. This information is prepared annually in accordance with Generally Accepted Accounting Principles and is consolidated into the audited financial statements of the Colorado State University System.

The University currently publishes annual financial information as part of the audited consolidated financial statements of the Colorado State University System. However, in recent months we have seen a new level of interest relating to the financial information of Colorado State University, as well as some concern and much confusion about how CSU resources are being earned and expended. It has become apparent that providing straightforward annual financial information at the University level would be beneficial for the campus community. The new Financial Accountability Report will be issued each fall, once the annual financial audit has concluded, and will provide a useful overview of the University's financial position, revenue and expenditures. It will also contribute to our goal of providing greater transparency and accountability to all constituencies.

A preview highlighting a portion of the information that will be in the Financial Accountability Report is available online at <http://busfin.colostate.edu/finstmt.aspx>. A few key points:

- Over the past five years, as the University has grown in nearly all areas, CSU's revenue has increased from \$593 million to approximately \$750 million.
- The portion of CSU's revenue provided by students through tuition and fees was 23 percent in 2004 and is 23 percent in 2008. Also, the portion of revenue from state support for the University has remained consistent over the same five year period.
- The portion of the university's expenditures toward instruction and academic support has also remained consistent over the past five years at 31 percent of the university's total expenditures.

A faster resolution timeline most likely benefits administration more than faculty. We should also worry about the potential abuse of behavioral criteria for sanctioning faculty. Please communicate concerns to your FC representative or the AAUP. From the perspective of AAUP there is less than a compelling rationale for proceeding with these changes at the moment.

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Likewise, expenditures for research have remained a consistent 23 percent of the University's overall expenditures.

- For FY 2008, students provided \$173.5 million of CSU's revenue through their share of tuition and fees. Also for FY 2008, the university expended \$230.9 million on instruction and academic support.

- The university's priorities have remained consistent as have its revenues and expenditures. Although we have witnessed significant growth over the last five years, we have not witnessed any significant changes in the proportions of CSU revenues and expenditures.

Once the full report is completed, it will be posted on the Web. In addition, this information will be presented at an open session for the campus community that I encourage you to attend. I hope you find this new report informative and useful, and look forward to providing this information to you on an annual basis.

Penley Resignation—Board of Governors Statement

Douglas L. Jones, Chair
CSU System
Board of Governors

To the Students, Faculty and Staff of Colorado State University:

Last week brought a change of leadership at Colorado State University. We appreciate the support we have received in our decision to appoint Dr. Tony Frank as interim president.

The Board of Governors is confident that Colorado State is strong and well-positioned to move forward as the premier land-grant university for the 21st century. We are extremely proud of the quality and caliber of our undergraduate, graduate and professional degree students. The Board is also committed to do all we can to ensure access to high-quality, competitive, and affordable higher education.

We are equally proud of the outstanding faculty and talented staff at Colorado State, and the Board will continue to encourage and support the campus as it achieves higher levels of excellence through our

	<p>stretch goals and institutional strategic plan. The Board is especially pleased with the Veterinary School's continuous top ranking as well as the progress made through innovative and collaborative efforts such as the School of Global Environmental Sustainability and the comprehensive student retention plan.</p> <p>During the next few months, the Board plans to let Dr. Frank settle into his new role. The Board expects to start a discussion about a presidential search in early 2009. This effort will take time and we must be thoughtful and inclusive as we move forward. With regard to the position of Chancellor of the CSU System, the Board will be discussing both the role and responsibility and qualities and characteristics needed to fulfill the position.</p> <p>On behalf of the Board, I want the students, faculty and staff to know we respect the great work you all do to make Colorado State University an outstanding public institution. We are proud of CSU's nearly 140 year history and are committed to fulfilling the promise of its bright future.</p> <p>Editorial Comment:</p> <p>While Jones' comments are obviously meant to be reassuring, let us remember that one of his initial suggestions to the press was that CSU could profit from a Hank Brown type at the helm. This clear preference for corporate management at CSU and in higher education generally should give all of us pause.</p>
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