



# CSU Newsletter

February 2022

## Monthly Membership Meeting

Wednesday, February 9<sup>th</sup>, 4-5pm  
(2<sup>nd</sup> Wednesday of the month this semester)  
Avogadro's Number, 605 S. Mason Street

Come meet your colleagues and organize for a better CSU. We encourage all tenure-track and non-tenure-track faculty members to attend, regardless of whether you are a member of our national organization. Social time follows the meeting at 5pm. The forecast is cloudy and cold, so we will meet inside this month. If you are interested in getting involved but cannot attend this meeting, email us at [aaupcsu@gmail.com](mailto:aaupcsu@gmail.com).

## Update on the Public Employee Collective Bargaining Bill

*By Gretchen O'Dell*

Colorado Senate Majority Leader Steve Fenberg and House Majority Leader Daneye Esgar plan to introduce a bill in the state legislature that would grant collective bargaining rights to hundreds of thousands of public workers here in Colorado. This bill would allow firefighters, teachers, professors, and other public workers to form unions and collectively bargain with their employers, a right currently denied to public sector employees. If this bill passes, public

workers will be able to form a union by majority vote just like private sector workers. Faculty members from CSU, CU, MSU Denver, and Front Range Community College recently testified at the State Legislature about the potential benefits of this bill. It was a powerful experience for faculty to share their stories and take questions from legislators. The bill is facing opposition, including hesitancy from Governor Polis, who has stated that he would support "much narrower legislation." We are calling on our representatives to support the bill, which could be introduced as early as February 7, 2022.

## Letter to Gov. Polis

Dear Gov. Polis,

My name is Dimitris Stevis and I am a faculty at Colorado State University in Fort Collins writing on behalf of hundreds of thousands of public workers in Colorado. With the passage of the Public Employee Collective Bargaining bill, workers will finally be able to choose for themselves whether they would like union representation that can give them a true voice in their workplaces.

Supporting this bill will transform higher education more specifically. This bill will empower us to advocate for our students

and ourselves much more vocally without fears of retaliation. I urge you to do everything in your power to support this bill. This bill has the power to transform the lives of thousands of workers in this state.

As someone that has broken many barriers you are now positioned to break another one. The Bill will not only improve the life of faculty - particularly non-tenured track faculty. It will also ensure that our students, most of them from families with modest incomes, receive the best education and the skills they need to flourish in the new economy. By supporting the Bill you will help public education in Colorado to become a leader in terms of both how it treats its faculty and what it offers to its students and society at large.

I urge you to support this bill becoming law in the great state of Colorado.

Sincerely,  
Dimitris Stevis



## Call to Action: Help Pass the Bill!

We encourage faculty members to contact Gov. Polis and their state legislators in support of the Public Employee Collective Bargaining Bill. Let them know how union rights and collective bargaining would improve your life and Colorado State University. You are welcome to adapt Dimitris' letter above. Find your legislators [here](#). If you live in Fort Collins, please contact:

Governor Jared Polis  
[Governorpolis@state.co.us](mailto:Governorpolis@state.co.us)

Senate District 14 Sen. Joann Ginal  
[joannginal52@gmail.com](mailto:joannginal52@gmail.com)

House District 52 Rep. Cathy Kipp  
[cathy.kipp.house@state.co.us](mailto:cathy.kipp.house@state.co.us)

House District 53 Rep. Andrew Boesenecker:  
[andrew.boesenecker.house@state.co.us](mailto:andrew.boesenecker.house@state.co.us)

## One Colleague's Fight for Equal Pay for Equal Work

*By Jenny Morse*

How are faculty salaries determined? Do they reflect differences in education, experience, or teaching loads? Or is gender the key? One of our faculty may soon help us find the answer.

We work in a world where salaries are not determined in a transparent manner based on effort, hours expended, workload, or degrees. It seems that salaries are often determined by how much a person is willing to ask for—and men are socially conditioned to ask for more than women. Men are often paid more at the start of their careers, seek more frequent

“merit” raises, and elicit outside offers to influence negotiations.

One of our non-tenure track faculty is now asking CSU for a fair salary and has filed a lawsuit (Case 1:20-cv-03489-STV – Theresa Wernimont v. Colorado State University) in the U.S. District Court for the District of Colorado under Title VII and the Equal Pay for Equal Work Act. Her male peers in the College of Business (COB) earn \$25,000 to \$35,000 more with similar educations, experiences, and teaching loads. However, she got pigeon-holed into teaching one course – Business Communications. Now, CSU is arguing that her salary should *not* be comparable to other College of Business faculty but should be compared against those paid in Liberal Arts.

This argument seems illogical given that salaries for COB faculty who teach marketing communications or business ethics are not equivalent to those paid to faculty teaching communications or philosophy. CSU appears to be comparing this one faculty member to faculty in other Colleges because it has no other argument to support raising the salaries of male non-tenure-track faculty so far beyond her salary.

If Theresa wins her lawsuit, precedent may potentially be set to pay a consistent rate for teaching and service across all disciplines instead of relying on those nebulous “market forces” that tend to reinforce gendered ideas of labor values. Please [consider supporting Theresa Wernimont](#) in her pursuit of equal pay for equal work. Not only will this help Theresa, but it will help all faculty members be paid fairly for their efforts.

## AAUP-CSU Officers

Ross McConnell, Co-President  
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Mary Van Buren, Co-President  
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Gretchen O’Dell, VP for NTTF  
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Dimitris Stevis, Treasurer  
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Anders Fremstad, Secretary  
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Steve Mumme, CO Conf. Co-President  
[stephen.mumme@colostate.edu](mailto:stephen.mumme@colostate.edu)

Bill Timpson, at-large EC member  
[william.timpson@colostate.edu](mailto:william.timpson@colostate.edu)

## Connect with the AAUP

Email: [aaupcsu@gmail.com](mailto:aaupcsu@gmail.com)

Website: <https://aaupcsu.org>

fb: [www.facebook.com/CSUAAUP/](https://www.facebook.com/CSUAAUP/)

insta: [aaup\\_colostate](https://www.instagram.com/aaup_colostate)

twitter: [@aaupcolostate](https://twitter.com/aaupcolostate)

AAUP CO Conf.: <https://coloradoaaup.org>

AAUP National: [www.aaup.org](https://www.aaup.org)