

NEWSLETTER

LOCAL 2026, AMERICAN FEDERATION OF TEACHERS, AFL-CIO
 1700 SPRING GARDEN STREET, PHILADELPHIA, PA 19130 Richard Keiser, Editor

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ARBITRATOR EXCLUDES RECLASSIFIED VL'S FROM REMEDY IN INITIAL SALARIES CASE

by Karen Schermerhorn

Fourteen reclassified Visiting Lecturers, hired between February 15, 1996, and August 31, 2001, are not entitled to back pay and/or increase in rank in the "Initial Salaries" case, according to a supplemental award by arbitrator Scott Buchheit.

The Federation argued at an arbitration on October 31, 2005, that salary and/or rank for these 14 faculty members had been set without following the "Gilmore memo," a document that explains how salaries of new FT faculty were set before the Salary Schedule was negotiated in 2001-2002. The administration was able to persuade the arbitrator that language in the PT/VL contract, written to disallow the transfer

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AFT-NEA HIGHER EDUCATION CONFERENCE—ORLANDO, FL

by John Majewicz

Three of us from the Faculty and Staff Federation of CCP arrived in Orlando on Friday, March 3rd for the AFT-NEA Higher Education Summit, whose theme was "Sharing Our Successes, Challenges and Strategies". Regardless of the fact that the Orlando conference was the third such event I have attended in the past 5 years, I was once again impressed with the quality of the workshops and the organization of the event, in general. I attended three workshops, titled "Involving New Members", "Strategic Planning for Campus Unions" and "Contingent Faculty Issues, Challenges and Strategies for Success" and a Cyber Session over the course of two days. The dinner and Keynote Presentation on Friday evening, as well as the Luncheon and Polishook Lecture on Saturday, were absolutely superb.

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FSFCCP NEWSLETTER

The *FSFCCP Newsletter* contains news of the activities of the Faculty and Staff Federation of Community College of Philadelphia as well as official Federation announcements. The *Newsletter* is normally published monthly except during July and August.

The Faculty and Staff Federation of Community College of Philadelphia represents over 1,800 faculty and staff at Community College of Philadelphia. Our union, AFT Local 2026, consists of three bargaining units: Full-time Faculty, Classified Employees, and Part-time/Visiting Lecturers. We are affiliated with the American Federation of Teachers, an AFL-CIO union, with AFT Pennsylvania, and with the Pennsylvania AFL-CIO.

The official *Newsletter* is intended for news articles from leaders about developments related to the union. Opinion pieces from members or other personal articles are published in *Voices in the Union*. Another venue for opinions is the Federation's Discussion List; if you are not signed up, go to our web page www.aft2026.org and click on the link (first page, on left) for the Discussion List.

Deadlines for submission to the *Newsletter* are usually **6:00 a. m. on the first of the month**. Submit articles to the Editor by e-mail (rkeiser@ccp.edu) or send a copy on disk (no hard copy please) to 1700 Spring Garden St., Room BR-63, Philadelphia, PA 19130.

Office phone: 215-751-8600

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The next issue of the Newsletter will be May 2006. Please send all submissions to:
rkeiser@ccp.edu by
6:00 a.m. on **May 1, 2006**

Notes from the Editor:

Many thanks to Dan Medio, a Classified Employee in the Audio-Visual Department, who has volunteered to replace me as Editor during my sabbatical. The Executive Committee has accepted Dan's offer, and much I look forward to working with him during the transition. My last issue before the sabbatical will be the next one, in May. Dan is currently completing a Masters degree in English at Arcadia University.

On a different matter, the March 14 Rep Council meeting approved the guidelines for the two Federation newsletters—the official *Newsletter* and *Voices in the Union*—along with the needed changes in the bylaws. The final text of the new bylaws and the guidelines appears here on pages 15-17.

Richard Keiser



**ATTENTION: FT FACULTY WHO
HAVE RECEIVED WORKERS'
COMPENSATION BENEFITS**
by Karen Schermerhorn

If anyone in the FT Faculty Bargaining Unit has been on Workers' Compensation for any substantial period of time due to a work related injury incurred at CCP, please get in touch with me immediately at either facfedkrs@aol.com or 215-751-8693. I will appreciate any information you can give me. ■

**ACCESSING YOUR 2005
FEDERATION DUES ON-LINE**

by John Majewicz

**Reprinted from the February
issue by popular request**

You will be happy to learn that it is VERY easy for YOU to access your 2005 Federation dues contributions on-line. Simply use the following instructions. Feel free to contact me at jmajewicz@ccp.edu or at extension 8488 if you have trouble accessing the information. Thank you!

1. Logon to "MyCCP" from <http://www.ccp.edu/stafpage/>.
2. On the home page, there is a window titled "Banner Self Service Links" with six items listed within a border. Choose "Employee Information" (the second of the six items) by clicking once on the hyperlink.
3. A new screen titled "Employee Services" should open, with seven items listed. Choose the fourth such item titled "Pay Information" by clicking once on the hyperlink.
4. A new screen titled "Pay Information" should open with four items listed. Choose the fourth item titled "Deductions History" by clicking once on the hyperlink.
5. A new screen titled "Select Deductions to View" should open. Change the two "From Dates" fields to read "January" and "2005". Also change the two "To Date" fields to read "December" and "2005". Then click the "Display" button once.
6. Finally, a screen titled "Deductions Summary" should appear. From this

screen, you should be able to view your total 2005 Federation dues deductions.



**FEDERATION AT RALLY FOR
FLORENCE COHEN**

by Richard Keiser

The Federation was represented by John Braxton and Richard Keiser at the March 23 rally on Dilworth Plaza on behalf of the City Council candidacy of Florence Cohen. Braxton actually led off the festivities by singing a few verses of "We Shall Not Be Moved" while accompanying himself on the guitar. For the rest of the event, he and Keiser held the Federation's attractive blue and white banner in a location where it was easily seen by the crowd. The rally featured a series of speakers, who ran the gamut as regards age, race and social background, reflecting Florence's widespread appeal over the years.

Tom Cronin, President of AFSCME District Council 47, played the role of emcee at the rally. Cronin affectionately introduced John Braxton as "my cellmate" since they had both been arrested while trying to get into see U. S. Senator Rick Santorum (R-PA) regarding the war in Iraq. Braxton then gave an effective speech, raising the issue of part-time workers being used to replace full-time and citing the Florence's strong support of our union regarding the issue of parity pay and fair treatment for part-time faculty. He also

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*(Federation at Florence Cohen rally,
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stressed our union's diversity, the membership ranging from full Professors to maintenance workers. Lastly, John paid tribute to the equal relationship which Florence had had with her late husband, whose ideas often came from her.

Aged 88, Florence is the widow of Councilman David Cohen, who died last November. Active in union politics since her 20s, she served as her husband's Chief of Staff for 17 years. She has thrown her hat into the ring for her late husband's seat, but City Council President Anna Verna has so far refused to call a special election to fill the seat, claiming that the city's needs are adequately met by the remaining Council members. The Federation recently endorsed Florence's candidacy at a Representative Council meeting.

For her part, Florence remained vigorous throughout the rally as she stood around greeting people for the entire hour and a half; she also gave two short but punchy speeches which roused the crowd.

Federation members are encouraged to call Anna Verna, City Council President, urging her to call a special election to fill Dave Cohen's seat. Verna's office number is 215-686-3412. ■



*(AFT-NEA Higher Ed Conference,
continued from page 1)*

The workshop titled "Involving New Members" was excellent and, for anyone familiar with Ellen Schuler Mauk (President, Faculty Association at Suffolk Community College), one of the two presenters, this would not be a surprise. Ellen has a lot of very good ideas. The Faculty Association makes an enormous effort to involve its newest members in the organization. She has been a regular presenter at all three conferences I have attended. William Ricketts (Membership Chair, NCHE, Western Iowa Community College), whom I met for the first time, was the second presenter and he also had many good ideas that he shared with the group.

Without a doubt, the highlight of the conference for me was the Keynote Presentation of Professor Robert McChesney (University of Illinois at Urbana-Champaign) on Friday evening following dinner. The title of the address was "Joined at the Hip: The Attack on Higher Education and the Attack on a Free Press". The thesis of the presentation was that the successful attack by the right wing on the liberal media is completely analogous to the current attack by the right wing on higher education being mounted by groups such as Students for Academic Freedom and people like David Horowitz. Professor McChesney argued that the destruction of liberal media was the result of a two-prong attack. Firstly, the media was commercialized and ownership was concentrated into several large corporations. Secondly, the resulting silencing of dissent allowed the right-wing to act as it wished. Professor

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*(AFT-NEA Higher Ed Conference,
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McChesney argues that the same tactic is being used to silence dissent in academia.

Professor McChesney further noted that David Horowitz and related groups are funded by the same organizations that helped usher forth legislation that allowed ownership to be concentrated in the hands of several large corporations. Now these same organizations are getting their legislators in the states to introduce legislation known as the Academic Bill of Rights. The purpose of this legislation is to silence dissent on campuses, further enabling the right wing's dominance. The legislation has yet to be successful, but it is dangerous precisely because in many states an Academic Bill of Rights is a "throw away"; i.e., since it has no cost attached, it could easily be passed in order to appease the most radical elements of the legislatures.

Members unfamiliar with Academic Bill of Rights legislation will find House Resolution No. 177 interesting:

<http://www.aaup.org/Issues/ABOR/Legislation/State/StatelegPA.pdf>

Pennsylvania is the most recent state to study the necessity of such legislation. A third set of hearings were held at Millersville University last week. Final hearings are scheduled for May in Harrisburg.

On Saturday, Karen Schermerhorn and I attended the workshop titled "Strategic Planning for Campus Unions". Mark Richard (President, United Faculty of

Miami-Dade Community College) was the presenter. Mark's presentation was so good that Karen is in the process of convincing Mark to come to the college to help the Federation with its strategic planning.

After Mark Richard's workshop, I went to the "Contingent Faculty Issues, Challenges and Strategies for Success" workshop. This workshop was not as well organized as the others I attended, but there was certainly a healthy exchange of ideas. Given the nature of contingent-faculty work, it was important to note that it behooves contingent-faculty to forge strong alliances with sympathetic full-time, tenure track faculty-members.

At Saturday's luncheon, the Polishook lecturer was Jennifer Washburn, the author of "University, Inc: The Corporate Corruption of American Higher Education". "Chilling" is probably the best word to describe the information Ms. Washburn presented. Her research was as impeccable as Professor McChesney's.

The Saturday afternoon Cyber Session was informative. It's always good to find out the types of electronic tools the AFT develops in order help its locals communicate with its members. The AFT IT department has developed templates that locals can use to very easily create their own web pages, but it wasn't really relevant for our local's purposes. Ruth Baker, the Federation's "webmaster", has done a phenomenal job creating and maintaining our web page.

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*(AFT-NEA Higher Ed Conference,
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The closing plenary on Sunday was titled “The Academic Bill of Rights and Free Exchange on Campus”. The presenters were Craig Smith (Associate Director, AFT Higher Education), Sara Alvarez (Deputy Director, Young People For/People for the American Way) and Jane Munley (President, Pennsylvania Association for Higher Education, PSEA). The following link contains information that can help summarize a lot of the presentation.

http://www.aft.org/pubs-reports/on_campus/marchapril06/abor.htm

Please note that at the bottom of the page there is a hyperlink that reads “See feature story: The new thought police” which, by clicking once, will redirect you to:

http://www.aft.org/pubs-reports/on_campus/marchapril06/feature.htm

Professor McChesney is one of the people mentioned in the article. You probably had a copy of “On Campus” mailed to your home recently.

Karen and I and Evan attended this conference, but in order to stay within the constraints of the Federation’s budget, approved by the Representative Council in December 2005 and the General Membership in January 2006, only Karen and I spent Federation funds to attend. In the future, it is hoped that more members will be able to attend such conferences. ■

*(Initial Salaries Arbitration result,
continued from page 1)*

of seniority for faculty who transfer from the PT/VL Unit to the FT Faculty unit, also applies to credit for years of service in determining salary and/or credit for years of service in determining rank.

The arbitrator discounted the Federation’s examples of past practice in counting VL years at CCP both toward rank and toward years of service. Ironically, during the years in question, 2/96 through 8/01, the administration counted full-time teaching experience outside CCP toward both initial salary and initial rank.

The administration was also able to persuade the arbitrator that there is a distinction between FT faculty who were hired into the FT Faculty Bargaining Unit through the hiring process (described in Article VI of the FT contract) and FT Faculty who came into the FT Faculty Bargaining Unit through the reclassification process (described in Exhibit “B” to the Letter of Agreement in the FT contract). This has never been the Federation’s position; in fact, the reclassification provisions in the FT and PT/VL contract were negotiated in 1983 specifically to give faculty who had been hired over and over again as “Visiting” Lecturers the positions in the FT Faculty Bargaining Unit that they had held in all but name for many consecutive semesters but without appropriate pay, benefits, and job security.

The arbitrator’s first award in this case, issued in May, 2003, involved 39 faculty who, the Federation contended, were owed back pay; some of these should also have been hired at Rank VI,

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*(Initial Salaries Arbitration result,
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Assistant Professor, and not at Rank V, Instructor. Another six, the Federation contended, were owed only a rank adjustment.

Of the 39 owed back pay, 15 received back pay awards and/or rank adjustment in Spring 2005. Of the group of 39, 11 were Visiting Lecturers reclassified into the FT Unit; the effect of the arbitrator's supplemental award is to deny them a remedy. Another 13 faculty in this group are the subject of ongoing meetings between administration and Federation representatives on the issue of whether back pay or rank adjustment is warranted.

Of the group of six owed only a rank adjustment, three were Visiting Lecturers reclassified into the FT Unit, and were denied a remedy by the arbitrator's recent supplemental award. Rank adjustment for the other three continues to be part of the discussions between Federation and administration.

The Federation retains the right to return to the arbitrator on individual cases where back pay and/or rank adjustment remain a matter of dispute. In addition, with respect to the 14 reclassified VL's affected by this arbitrator's decision, the Federation is exploring to possibility of winning back pay and rank adjustment as part of the upcoming contract negotiations. ■



GRIEVANCES IN PROCESS
by Karen Schermerhorn

The following are among the grievances currently being processed based on the FT and/or PT/VL contracts:

- **Education to Go and ACT:** the administration is offering, on the College's website, online non-credit courses not planned or taught by CCP faculty, in violation of Article XXIV of the FT contract, which states, "No distance education sections shall be instructed or conducted unless the College instructor of record is a member of one of the two faculty bargaining units of the Federation." The Representative Council voted to take this grievance to arbitration at its March 14, 2006 meeting.
- **Cullina and Company/Visual Basic Scripting Essentials:** the administration has contracted with Cullina and Company to hire faculty to teach non-credit courses in Visual Basic Scripting Essentials, material that is part of credit courses in the CIS Department. The curriculum for these courses has not been planned by CCP faculty, and will not be taught by CCP faculty, in violation of both the FT and PT/VL contracts, which state that the Federation is the bargaining agent for all instructional staff. According to the contract between Cullina and Company and the College, the faculty to be hired by

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*(Grievances in Progress,
continued from previous page)*

Cullina and Company are not to be considered College employees, and thus will not receive pay or benefits in accord with the FT or PT/VL contracts. The faculty will not be evaluated as provided for in the FT and PT/VL contracts. This grievance is still in the grievance procedure.

- **Lindauer Learning Systems:** the administration has contracted with Lindauer Learning Systems to hire faculty to teach non-credit courses in Fundamentals of Project Management, Effective Project Management for the Information Technology Professional, and Advanced Information Technology Project Management, all courses that could be taught by CIS faculty. Violations of the FT and PT/VL contracts include:
 - instructional staff for CCP courses are not members of the FT or PT/VL bargaining units;
 - CCP faculty are not writing and approving curriculum for these courses;
 - CCP faculty are not teaching these courses;
 - faculty teaching these courses will not be paid or receive benefits, in accord with the FT or PT/VL contracts;
- faculty teaching these courses will not be evaluated, as provided for in the FT and PT/VL contracts.

This grievance is still in the grievance procedure.

- **Violation of FT/PT Ratio for Fall 2005:** In a semester in which the administration was to have made progress toward eliminating the 237 full-time section deficit in the FT/PT ratio, according to Arbitrator Steven Wolf's decision, the administration added to the deficit by another 75 sections, bringing the total deficit to 312 full-time sections. The Federation filed an additional grievance on this continued violation and added this deficit to the evidence to be brought before Wolf at the next hearing in this case.
- **Denial of medical benefits to retired FT faculty returning to work PT as Curriculum Advisers:** the administration is violating both the FT and PT contracts, and also a side letter agreement, in denying College contribution toward medical benefits for retired FT faculty who return to work part-time. This matter will go to arbitration in August 2006.
- **Denial of 26 weeks of sick leave to FT Employee injured at work:** the administration is violating the FT contract in not giving 26 weeks of paid sick leave to a FT Faculty member who was injured at the College. Instead, it has placed the

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(Grievances in Progress,
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- individual on Workers' Compensation, which pays only 70% of salary, although there is no provision in the FT contract for making this substitution. This case will go to arbitration in May 2006. ■



**IN MEMORIAM:
 EVELYN CLARKE**
by Bob Melucci

Evelyn Clarke., Professor of Chemistry, age 84, died peacefully in her sleep in the early morning of February 21, 2006. Born in Orange, NJ in 1921, she was the oldest child of Evelyn Mansfield Clarke and Allen Hillyer Clarke. Raised in Summit, NJ, she attended the Kent Place School, where she distinguished herself in the classroom and especially on the athletic fields. A leading player on football, baseball, field hockey, lacrosse, and track and field teams, for a time she held the school record for javelin. She attended and loved Smith College, where she majored in Zoology and earned a B.S. degree in 1943. Later she attended the Yale School of Nursing prior to her marriage in 1946 to Charles Kennedy, M.D., of Buffalo, New York. She subsequently earned a Master of Science degree in Chemistry from the University of Pennsylvania and worked as an industrial chemist at Sadtler Research Labs in Philadelphia. She joined the

Chemistry faculty of Philadelphia Community College in 1970 and taught here until 2003.

She was a licensed private pilot, a skilled photographer, and a cycling enthusiast. In her early 60's, she bicycled across the Rockies into Canada and later from Paris to Milan. For many years she was a loyal and devout congregant at St. Mark's Episcopal Church on Walnut Street in Philadelphia, where she served as Chair of the Committee for the Environment and Head Usher.

Fiercely independent and tenacious, she was especially outspoken on matters of principle and an ardent advocate for equality in opportunities and status for women. She was a loving and dedicated mother to her three children and spent very little on herself but denied them nothing. She is survived by one sister, Jacqueline C. Walker of Montpelier VT; her two daughters, Jacqueline Kennedy and Carol Kennedy Radmer; her son, Allen Kennedy of New York City; and her two grandsons (Allen's sons), Ian and James.

Please make donations in Evelyn's name to Episcopal Community Services of Philadelphia, 225 S. 3rd Street, Philadelphia, PA 19106. A solemn requiem mass was sung for her at 2 P.M. Sunday, February 26, 2006 at St. Mark's Episcopal Church. ■



IN MEMORIAM: DON SLAVIN
by Bob Melucci

Donald G. Slavin, retired head of the Chemistry Department died on February 5, 2006, after a long illness.

Don Slavin had a passion to know how things worked. And when he found out he passed the knowledge on to others. This was the essence of his teaching. If some topic came up he would research it until he understood it, and could talk about it. He was deeply interested in everything. And getting others to understand what he had discovered was an integral part of that passion. He was always the educator. He often worried about his students. If they didn't do well on an exam, he believed it was his failure, not theirs. He felt he didn't get to them and tried again.

Slavin was an award winning chemistry professor, who was honored with the 'Charles Lindback Award for Distinguished Teaching. Under his leadership the chemistry department became a model for such departments in two year colleges throughout the country. The chemistry department was recognized by the American Chemical Society as one of the five such departments among the nation's 1,500 junior and community colleges.

Slavin was born in Philadelphia to John and Helen Yerkes Slavin. He graduated from John Bartram High School in 1954 and earned his chemistry degree from Bucknell University. He worked as a chemist for Sadtler Research Labs in Philadelphia, rising to vice president. He taught seminars across the country in mass spectrometry and infrared

spectroscopy. After ten years at Sadtler he joined the Community College faculty. Typical of his need to explore every subject in his work as a chemist was his taking of a course in glassblowing to help make needed laboratory equipment for personal and school use. This endeavor led to his collecting antique laboratory lab equipment, mostly glass.

Another passion of his were clocks. He had so many of them in his home that they set off a considerable din every fifteen minutes. Beagles were another of his loves. He had many dogs of that breed although his first was a dog called 'Cinder', who was found by friends covered with road tar sitting under their camper.

But most of all Don had a deep love for his family. He met his future wife, Janet Downes, at Bartram, where she was one year behind him. They had two sons, Clifford and Jeffrey. Don also leaves five grandchildren, to whom he was very close. He often made use of the internet when he discovered subjects of interest that he could research for them. He was always ready and able to help anybody. He was just an all-around great guy.

A Memorial Mass was celebrated at St. Andrew's Church in Drexel Hill. His ashes were interred in SS. Peter and Paul Cemetery. In lieu of flowers, donations may be made in Donald's name to TWAIN Animal Adoption, P.O Box 1861, Media, PA 19063, or to the scholarship fund in memory of Professor Donald G. Slavin, Community College of Philadelphia. For the latter, checks should be made to the CCP Foundation, earmarked for the Slavin Scholarship. ■

IN MEMORIAM: EVELYN CLARKE AND DON SLAVIN*by Kathy Harter*

The Department of Chemistry experienced a very personal and tragic February with the passing of two retired members of its family: Don Slavin and Evelyn Clarke. For me, it was particularly significant as I had the opportunity to know each one rather intimately. Evelyn and I shared an office for years. In fact, I cannot remember when we did not. As officemates, we shared travel plans (hers European by bicycle and mine local by car), family happenings, and the events of the day. At Christmas we would go to extremes to find some silly toy to give to each other. And she probably still has not forgiven me for suggesting that I might not sign her petition to abolish the College's mandatory retirement age because I really could use the extra office space! She was fiercely independent and tenacious. I miss her. And if St. Peter knows what is good for him, he would be wise to stand aside and let Evelyn open the Pearly Gates for herself!

Don Slavin was a Renaissance man: knowledgeable, passionate and skilled in so many areas and yet totally down-to-earth. He was generous of spirit and gave freely of his time and expertise to students and colleagues alike. He was a very loyal friend and had a memory like a steel trap. One of his greatest talents was as a story-teller. He could tell a story in such an engaging manner that I believe he was a reincarnated traveling troubadour; bringing so many threads together that the final story was like an intricately woven rug! It is one of his many talents that I do not possess. Another is my inability to emulate his impeccably neat chairman's office; mine looks more like the aftermath of Katrina. In the purest sense of the word, Don was a mentor to me and I would not be where I am today had it not been for his guidance. The Department of Chemistry—both the individuals who comprise it and the spirit that pervades it—is Don's legacy to the College that he loved! I miss him too. ■

**IN MEMORIAM: GEORGIANNA (JOANNE) LAWTON***by Carline Rucker*

I was truly shocked to find out about the passing of Joanne Lawton. I met her in 1987 when I first started working in the Audio Visual service. We would exchange conversations about the books she was reading. We talked about family and work. I will truly miss her smile and miss seeing her walking the hallway reading one of her books. I will miss her taking her smoking break.

I send her family my prayers. I say to the family—Just remember the good times you had with her and the laughter. This will help you through the rough times to come. The College family who knew her will truly miss her presence. God bless you, Joanne. ■

COALITION OUTLINES FIGHT TO PROTECT FREE SPEECH ON CAMPUS
from Inside AFT, Week of Marcy 20, 2006

Free Exchange on Campus, a broad coalition of student, faculty and civil liberty groups that includes the AFT, has launched its first campaign for free speech. On March 16, the coalition outlined its plan to protect academic freedom and the free exchange of ideas on college campuses and to expose the "Academic Bill of Rights" (ABOR) and related measures that would restrict, not expand, academic rights.

Twenty-five states have introduced ABOR legislation that would limit speech by faculty members on a wide range of topics. In most of these states, the legislation has failed, yet Horowitz continues to find conservative legislators to promote it. Last month, Horowitz cast a further pall on free speech with the publication of *The Professors*, a blacklist of what he calls "the 101 most dangerous academics in America." Its profiles are cobbled together with partial quotes and mischaracterizations of professors' free expression outside the classroom.

Free Exchange members plan to fight these attacks. One of the professors singled out, Lawrence Estrada, associate professor of ethnic studies at Western Washington University, points out the "distortions, damaging inferences and out-and-out fabrications" that riddle the book and his profile, in which he is described as a "radical ethnic separatist." His service as a marine during the Vietnam era and election to public office in two states "speaks to how preposterous these charges are," Estrada says.

Nationwide, the chilling effect of Horowitz's blacklist has left junior faculty members named in the book vulnerable, isolated and "feeling that their careers are now in jeopardy," he adds. Some have received threatening notes. More information is posted at <http://www.freeexchangeoncampus.org>. ■



HIGHLIGHTS OF:

- **FT FACULTY BARGAINING UNIT MEETING, 2/23/06**
- **REPRESENTATIVE COUNCIL MEETING, 3/14/06**
by Karen Schermerhorn

At its meeting on **February 23, 2006**, the **FT Faculty Bargaining Unit**, amended the package of contract proposals that had been distributed to FT Faculty prior to the meeting, and then voted to take the amended package of FT contract proposals to a Referendum of the FT Faculty Bargaining Unit.

At its meeting of **March 14, 2006**, the **Representative Council**

- voted to take to arbitration the **grievances on Education to Go and on ACT**, two groups of online non-credit courses offered by the College on its web site but which are not planned or taught by CCP faculty, in violation of many clauses in both the FT and PT/VL contracts, including Article XXIV. E. in the FT contract which states, “No distance education sections shall be instructed or conducted unless the College instructor of record is a member of one of the two faculty bargaining units of the Federation”;
- voted to withdraw the **Unfair Labor Practice Charge** on the administration’s unilateral changes to the **Long-term Disability Policy**, after the administration agreed to restore the LTD policy to the form in which it had been agreed to during the 2001-2002 negotiations;
- reaffirmed the AFT’s **Resolution on the Academic Bill of Rights**, approved at the 2002 AFT Convention. It was noted that hearings would be taking place in Millersville, Pa, on March 22 and 23, called by the Select Committee set up by the Pa. House in HR 177 to investigate whether legislation is necessary in order to protect the rights of students who have allegedly been discriminated against in the classroom because they hold political views that differ from the views of their professors. To date, very few such cases have been proven to be authentic. In fact, it is opponents of academic freedom, in the name of “diversity,” who have been trying to insert political considerations into hiring, promotion, and curriculum at public higher education institutions within Pennsylvania. They have inaccurately asserted that left-wing elements control academe, in hiring, promotion, and curriculum. While “diversity” has a deservedly positive connotation in connection with personnel decisions, when one refers to ideas and scholarship within a field of knowledge, not all ideas are created equal. Indeed, some have been discredited by research and experimentation, and should not be granted the same authority as other ideas. The following is the text of the AFT Resolution:

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AFT RESOLUTION (2004 Convention)

**Opposition to Outside Control Over Academic Decision Making
Under the Banner of Intellectual Diversity**

WHEREAS, a variety of proposals to impose greater "intellectual diversity" in higher education have circulated throughout state and federal legislatures; and

WHEREAS, the cornerstone of these proposals has been a call for the implementation, either by institutions of higher education or by state or federal legislation, of what its proponents call an "Academic Bill of Rights" or a nearly identical " Student Bill of Rights"; and

WHEREAS, proponents of these measures have made clear through their writings and public testimony that the true purpose is to end the supposed monopoly of left-wing faculty and administrators over curriculum and teaching; and

WHEREAS, proponents of these measures have offered policy solutions to the "problem" of left-wing domination of the academy such as the following:

- Hire Republicans as vacancies occur in humanities and social science departments;
- Require that all points of view be presented equally in all classes under the theory that no knowledge is truly established in the humanities and social sciences and therefore all ideas have equal merit;
- Require proportional voting on curriculum and hiring decisions so dissenters can determine a fractional share of the outcomes;
- Allow distinct schools of thought within "adversarial" fields to organize themselves in a state of partial independence from their rivals, with some significant control over hiring and tenure decisions affecting their members; and

WHEREAS, hiring academic professionals on the basis of their ideology, rather than strictly on the basis of their scholarly and teaching aptitude, is inimical to the fundamental concept of the university in our society as well as in opposition to all established academic practices; and

WHEREAS, political control and/or interference in scholarship and teaching are totally incompatible with the maintenance and development of a free, democratic and progressive society; and

WHEREAS, the passage of legislation to impose such requirements, even when its provisions are not made mandatory, would be an invitation to tie up institutions of higher education in an endless round of public hearings and litigation in which non-academics

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would decide whether enough balance was achieved in the reading list of a particular course or certain persons were hired or asked to be speakers based on their left-wing or right-wing ideologies; and

WHEREAS, this same point of view has surfaced in a federal legislative proposal to instill political oversight into the activities of international scholars:

RESOLVED, that the AFT oppose the imposition of so-called intellectual diversity requirements as an unacceptable infringement of academic freedom and an unwarranted intervention of persons who are not academic professionals into academic decision making; and

RESOLVED, that the AFT work vigorously with like-minded individuals and organizations, including other national faculty organizations, to ensure that these proposals are not imposed as academic or legislative policy, from within or outside institutions of higher education.

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- adopted a revised Bylaw governing the Federation’s *Newsletter* and its new publication, *Voices in the Union*. The following is the text of that Bylaw:

* * * * *

2-14-06 Revision to Bylaw on *Newsletter* and *Voices in the Union*

IX. Newsletter and other communications

The *Newsletter* is the official publication of the Faculty and Staff Federation of Community College of Philadelphia (FSFCCP). The purpose of the *Newsletter* is to inform the membership of union news, important dates, and activities of the Federation. It will serve as a reporting and organizing tool rather than a vehicle for distributing opinion pieces written by union members. (RC 12/7/04) The Federation’s Constitution provides as follows in Article VI. B. (3): The Executive Committee shall supervise and review all public statements which represent the official position of the Federation.

In any personal communication from a member of the Federation to the Federation at large, except when published in the Federation’s *Newsletter*, the Federation will pay duplicating costs, but the office manager is not to be asked to type or distribute the communication. (RC 12/4/79)

The *Newsletter* shall provide a forum for candidates for office to make statements provided that all candidates are given the same opportunity, space, and issue of
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the publication to present their positions. No further union funds may be used to promote the candidacy of any individual. (RC 9/19/89)

Endorsements may appear in the election issue of the *Newsletter* provided the endorsements are signed and all candidates have equal access to submitting endorsements. (RC10/27/98)

A separate publication shall be created as a vehicle for any Federation member to present opinion pieces on union matters. The views expressed are the sole responsibility of individual authors and do not necessarily reflect the views of the Federation or its officials. Individuals have sole responsibility for the content of their articles. (RC 12/7/04)

(Two measures passed at RC 4/24/01; by action of RC 12/7/04, they also apply to the separate publication referred to above.)

1. Each edition of the *Newsletter* or of *Voices in the Union* shall print a disclaimer on page one stating that the views expressed in articles do not necessarily reflect those of the Faculty Federation or its officials.
2. Articles submitted to the *Newsletter* or to *Voices* shall be limited in length to a total of 6 pages, or 3 sheets, both sides.

Guidelines distinguishing between content of Federation Newsletter and of Voices in the Union

1. Any officer of the Federation, or anyone charged with an official responsibility by the Federation about any matter of interest to the Federation, as determined by the Executive Committee, writes in the *Newsletter*. Examples include but are not limited to reports on grievances by those handling them and reports on union conferences and conventions.
2. An article on a matter of interest to the Federation, as determined by the Executive Committee, appears in the *Newsletter*. Examples include but are not limited to obituaries for deceased faculty and staff.
3. Responses to a *Newsletter* article will be published in *Voices in the Union*, along with the original *Newsletter* article which provoked the response. With the first response, the original article must be published in *Voices*, but with subsequent responses, publishing the original *Newsletter* article will be optional.
4. All other articles belong in *Voices in the Union*. All members may write in *Voices*; individual members are responsible for their opinions.
5. Overriding the above guidelines is the special Election issue of the *Newsletter*, which will appear shortly before the annual elections. For that issue all members will have the opportunity to write statements in support of their own candidacy or someone else's.

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6. In the event that the editor of either publication thinks that an article submitted to the corresponding publication exposes the author, editor, or Federation to legal risks, the matter shall be resolved in the following manner. The editor shall first notify the author about the following sequence of steps that will end at some level with a resolution. The issue may be resolved at a meeting between the author and the editor. If not, the issue may be resolved at a second meeting among the author, editor and the Executive Committee. If still unresolved, the issue will be referred to the Representative Council, which can vote for or against inclusion. If it is agreed that the article will be published, it will be published in the issue immediately following the one to which the article was submitted, if practicable.
7. To determine if an article belongs in the *Newsletter*, the following two questions require a “Yes” answer:
 - a. Is the author of the article an officer of the Federation, or someone charged with an official responsibility by the Federation, or someone invited by the Federation?
 - b. Has the Executive Committee determined the subject matter of the article to be of interest to the Federation?

* * * * *

- affirmed the Executive Committee’s **decision to oppose a reduction in the Business Privilege Tax** as part of a campaign in the City to ensure that large corporations continue to contribute their share to the City’s budget;
- voted to continue the FSFCCP’s **affiliation with the Pa. Alliance for Retired Americans**, a union-sponsored lobbying group for retiree issues, at the \$50 level;
- endorsed **Hospital Watch PA**, a coalition lobbying for better working conditions for hospital employees;
- approved an additional contribution of \$250 from the Federation to the **AFT Disaster Relief Fund to aid AFT members who were victims of Hurricane Katrina** [to date, the Federation has contributed \$500 to this Fund, and individual members have contributed a total of \$ ____ to the Fund];
- endorsed the Executive Committee’s decision to purchase, for \$100, a ¼ page ad in the banquet booklet for the **Coalition of Black Trade Unionists**; and
- endorsed the Executive Committee’s decision to purchase one ticket to the **Peggy Browning Fund Awards Banquet** in honor of **Ted Kirsch, President of the Philadelphia Federation of Teachers and of AFT-Pennsylvania.** ☐



The following article was forwarded to us by Bill Herman of GET-UP, the Graduate Assistants' Union at the University of Pennsylvania. –Editor

WHAT DOES IVY LEAGUE TUITION BUY FOR STUDENTS?

Study Reveals: 60% of Penn Arts & Sciences Classes Taught by Temps

PHILADELPHIA, March 23—The Chronicle of Higher Education website today reports that, in Fall 2005, tenured and tenure-track faculty taught a mere 40% of undergraduate classes in the University of Pennsylvania's School of Arts & Sciences.

The story cites a recent report, "Casualized Penn: Where Did the Professors Go?" Its findings may cheapen Penn's 4th-place *US News* ranking, based largely on self-reported faculty data.

The report's author, Ciara Kehoe, categorized all 1228 courses, 566 recitations, and 162 labs from last fall.

Lecturers, many part-time and all teaching at Penn on short-term contracts for less pay and fewer if any benefits, taught almost exactly as many courses (39.7%) as did tenure-track faculty (40.0%). Graduate students taught 10% of courses, with the rest covered by adjunct faculty (1.0%) and other non-professors (9.4%) such as staff or administrators.

"I knew that Penn was relying pretty heavily on temporary labor," said Kehoe, "but even I was surprised that so few classes are taught by professors. Students come here expecting faculty who can focus on their classroom instruction instead of always looking over their shoulders."

Professors teach even fewer undergraduate recitations and labs—10% and 33%, respectively. Even those numbers are too high, said Kehoe, "because some large lectures listed the professor as teaching each lab or recitation section as well." Graduate instructors led at least 68% and 52% of recitations and labs, respectively.

Kehoe is a Ph.D. student in English at Penn. She is also secretary of Graduate Employees Together-University of Pennsylvania (GET-UP), a union organizing committee that has fought for collective graduate employee representation since 2000.

GET-UP Spokesperson Bill Herman thinks Penn may be overstating the quality of its undergraduate education. "Underpaid temporary lecturers often make do without benefits, frequently work second or third jobs, and consistently look elsewhere for a permanent position. That's a huge distraction for classroom teachers at any level."

He also believes the report buttresses GET-UP's bargaining position. "The administration claims it could replace graduate employee labor, but we may have more one-on-one contact with Penn undergrads than the professors. Penn could not credibly hire hundreds more temporary lecturers to replace thousands of contact hours. They'd be a laughingstock."

The full report is available at:

<http://www.getuponline.org/casualization/CasualizedPenn.pdf>. ◼