

## Candidate for President Julian Madison, History, SCSU

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Julian Madison is an Associate Professor of History at Southern Connecticut State University. He is president of the SCSU-AAUP and council member of the national AAUP. On the national council Dr. Madison is on the Committee for Historically Black Institutions and Scholars of Color and is chair of the Resolutions Committee.

Higher education is important to the future of our state. You and I work in higher education so our understanding of what it is runs deeper than those who see it as buildings where young people enter to exit as a cog in the machinery of our workforce. You and I see deeper but not everyone does. The world has become, and continues deeper along this path, one in which higher education is not valued as it was but seen simply as a means to an end and unions are loathed. In this context our fight cannot be to defend the boundaries of the contract alone. We must do that and be a political force that works in the halls of the legislature to shape the policies that affect both higher education and unions.

As the next president of the CSU-AAUP I will ensure that you and I are in the conversations taking place. Together we will develop a strategy to increase our presence and be a part of the conversation as it takes shape so that we are not responding to what has already begun to solidify as policy. This union will continue to work vigorously to defend your rights under the contract and we will be recognized by sight by our most influential legislators because you deserve a union that is working on both fronts.

I am asking for your vote because I know that together you and I can change the conversation about higher education and unions, place our fights in their proper context and move forward towards victory.

## Candidate for President Elena Tapia, Linguistics, ECSU

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I am running for the office of President of CSU-AAUP, and I ask for your support.

In February 2016, I assumed the CSU-AAUP presidency when former President Vijay Nair stepped down due to illness. I have served 2-1/2 terms as CSU-AAUP Vice-President (2011-2013; 2013-2015; 2015-Feb. 2016). I have been active in AAUP for 21 years, serving as a CSU-AAUP Council member for three terms (2000-2006), as ECSU-AAUP's chapter vice-president (2006-2008), and for two terms as its chapter president (2008-2012). I served on the reopener negotiations team for salary and special funds (2006-2007) as well as on the negotiating team (2006-2007) for our current contract. On Eastern's campus, I was the grievance officer and the contract administrator from 2009-2016. As grievance officer, I was successful at Step 3 grievances and defending members brought up under questionable and exaggerated discipline charges. Experience dealing with the interface of management, our members, and our contract is

a leadership characteristic that is more important than ever in a political climate that seeks to remove faculty rights, tenure, and even the ability to collectively bargain.

When CSCU consolidated in 2011, I was among the CSU-AAUP leaders who wrote the legislation regarding the inclusion of faculty members on the BOR. (The Faculty Advisory Committee to the BOR exists because of our efforts.) Since that time, I have been involved in activities that seek to proactively engage the BOR and the *CSCU President du Jour*. (Recall that Pres. Ojakian is our fourth CSCU President since the consolidation.)

I have written testimony and encouraged and facilitated faculty members to submit testimony against numerous bills, which could very much affect our working lives and the well-being of our students. Most recently, CSU-AAUP combined its efforts with two other higher education unions, UCONN-AAUP and the 4Cs, in a full day of legislative activity at the LOB, called The Day of Action. The Day of Action had support of other unions as well. Additionally, we involved other community groups such as D.U.E. Justice and The Dreamers, and, of course, our own students. This combined effort of the higher ed unions was critical in that it demonstrated to legislators and to our own management that we work together because public higher education matters. In the past, we different unions have been pitted against each other to cause strife and doubt. We are on to that – and no more!

We also work together because Connecticut has the largest achievement gap in the US. This gap is related to the income disparity gap in the state (<http://ctedreform.org/cts-gap/>;

<http://www.ctpost.com/news/article/Report-Connecticut-s-income-inequality-is-all-8301757.php>). Under my leadership, CSU-AAUP will work to effect change and to lead the BOR, Pres. Ojakian, and the legislature to recognize that the regional comprehensive universities and our faculty can be effective participants in resolving problems associated with those embarrassing and reprehensible gaps.

Related to working together, I have continued the CSU Faculty Leadership Group meetings, which former Pres. Nair originated. The leaders represent our four CSU campuses: the four senate presidents, the four AAUP chapter presidents, the CSU FAC representatives and the executive CSU-AAUP officers. When CSCU faculty and staff were all suffering under the “leadership” of former CSCU President Gregory Gray, the CSU Leadership Group met with him monthly and tried to make sense of it all. When our efforts and those of all the faculty on various Transform 2020 committees became patently futile, we wrote and coordinated resolutions of votes of no confidence. Those no confidence votes passed in all four senates (and at many of the community colleges). By summer, Gray was gone.

In a similar fashion, the resolutions of the four senates regarding the absurd and punitive BOR Draft Code of Conduct, recently unleashed, are already on the way to killing that draft and replacing it with a code that respects the already existent professional and ethical standards by which higher education faculty conduct themselves. This example of collaborative work among the different elected bodies at our universities demonstrates CSU-AAUP promoting and facilitating shared governance.

Past President Vijay Nair served as our chief negotiator for the current contract negotiations, which began on October 1, 2015. The CSU-AAUP President is not usually *also* the chief negotiator, but it so happened that Vijay had that experience, knowledge, and desire to negotiate. When Vijay stepped down, he recommended (for a variety of reasons) to the CSU-AAUP Council that I continue as chief negotiator. Your CSU-AAUP Council approved his recommendation. I want to make it clear that *if you vote for me, you are voting for me as CSU-AAUP President and not as chief negotiator*. I will, however, say that my desire and willingness to pick up where Vijay left off exemplifies my dedication to the organization and to the well-being of the CSU faculty.

In local governance at ECSU, I've held numerous leadership positions. I was Department of English Chair (2002-2009); I served on many major committees such as the University Curriculum Committee, the Promotion & Tenure Committee (2006-2009; 2011-2015, serving as chair (2013-2014, 2014-2015), the Ad Hoc Workload Committee, the Ad Hoc On-line Course Committee, the Reassigned Time for Research Committee, and the President's Advisory Committee for the Strategic Plan (2008-2010). I have served as my department's Senator and am currently a third-term At-Large Senator.

Finally, and importantly, I endorse the candidacies of Patty O'Neill (WCSU, Psychology) for Vice-President and that of Stephen Adair (CCSU, Sociology) for Secretary. Both Patty and Stephen have years of experience working on the Faculty Advisory Committee to the BOR, which by its nature means relationships with members from the BOR, the community colleges and Charter Oak. These relationships are quintessentially about shared governance. Patty has many years' experience handling grievances, disciplinary matters, and other matters of contract administration.

Between the three of us, there is a mountain of experience with our contract, BOR relations, and shared governance. In addition, we have the collective experience (regrettably) to recognize when the faculty voice is being ignored. When that happens, we have been and will continue to be quick to not tolerate BOR "smoke and mirrors." We will act, we will make noise, and we will demand shared governance be honored.

As my narrative demonstrates, I am a fully engaged and dedicated CSU-AAUP leader, who cares deeply about the AAUP principles of academic freedom, tenure, and shared governance. I am deeply concerned about the CSCU system and its future and about collective bargaining in the state of Connecticut, and I am completely willing to take all steps necessary to improve our path now and in the future. I ask for your support and your vote. ~Elena Tapia

## Candidate for Vice President Patricia O'Neill, Psychology, WCSU

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I am running for CSU-AAUP Vice President, and I'm asking for your support.

I have extensive experience with CSU-AAUP, with shared governance, and in higher education at the state-wide level. I have been involved with CSU-AAUP since 2004, when I became a

CSU-AAUP council member representing Western. I have served on the Council continuously since then. From 2006 until 2010, I served as the WCSU-AAUP grievance officer. From 2011 to 2012, I served as WCSU-AAUP's Vice President. I have been WCSU-AAUP's President since 2012. I have been serving as CSU-AAUP Vice President since February 2016. I am a member of the CSU-AAUP negotiating team.

At the campus level, I have extensive experience in local governance. I have served on the University Planning and Budget Committee many years, during a period when that committee became more pointedly involved in the budgeting process at Western. I served as a member of the Committee on General Education for four years. I served as a Senator for two years. I have been actively involved in the two different phases of strategic planning that Western has undertaken since 2005, serving on the Strategic Planning Steering Committee which recently concluded a planning process that unfolded over the course of several years.

I served as Western's representative to the Faculty Advisory Committee (FAC) to the Board of Regents of the Connecticut State Colleges and Universities System from 2012 to 2015. The FAC strived to work productively with each of the three individuals who served as CSCU President during this tumultuous time. Our approach, to each president, could be summarized as "Trust but verify". During the tenure of President Gray, it became increasingly clear that while we wished for a productive, collegial and respectful working relationship, those sentiments were largely unshared and our advice and input was largely ignored. This resulted in the FAC approving a resolution expressing our unanimous belief that the FAC had no confidence in the expensively developed strategic plan known as Transform CSCU. After all four of the Senates at the CSUs (as well as at many of the community colleges) passed similar resolutions, President Gray announced his retirement.

I am well aware of the issues confronting public higher education both in Connecticut, and the nation. At the state and national level, attitudes among legislators towards public higher education have become increasingly hostile, despite the fact that public higher education is an investment in the future. These hostile attitudes are manifested in decreasing support for public higher education, in attempts to weaken academic freedom by the gradual elimination of tenure, and the crippling of faculty unions via right to work legislation. All of this has already occurred in other states. In Connecticut, a torrent of anti-labor legislation is being considered, now, during the current legislative session, and the Board of Regents in the initial contract proposals included language for the elimination of tenure for some classes of faculty members. I predict that these attacks on public higher education will intensify in Connecticut, given the fiscal challenges confronting the state, the unwillingness to raise taxes, and the wide-spread (and erroneous) assumption that public employees are to blame for the current mess.

These challenges must be met. Tenure must be preserved. Shared governance must be respected. Meeting these challenges requires educating legislators and the public about the value of public higher education. It means strengthening the cooperation among faculty from the four CSUs, work which began with the creation of the CSU Leadership Group by former President Vijay Nair, and continues under President Elena Tapia. It means proposing and lobbying for legislation which strengthens public higher education, as CSU-AAUP did, when we successfully

proposed legislation that created the FAC. It means showing up at the legislature, and testifying, when the legislature considers bills that affect public higher education.

I endorse the candidacies of Elena Tapia (ECSU, English) for President and that of Stephen Adair (CCSU, Sociology) for Secretary. Elena has extensive experience in CSU-AAUP, ECSU-AAUP, local governance, and contract negotiations. She has served as CSU-AAUP President since February 2016, and is our chief negotiator for the contract. Stephen Adair is a member of the CSU-AAUP Council, and has served either as chair or vice-chair of the FAC since its creation. His leadership of the FAC is one of the main reasons that the FAC has been effective in influencing the Board of Regents, as it was when the FAC played a major role in the development of the Transfer and Articulation Policy. The three of us have extensive experience with shared governance, with working with the BOR and with the legislature, and with our contract. That experience is what is needed in this time of risk and uncertainty.

## Candidate for Vice President Stephen (Zak) Tomczak, Social Work, SCSU

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Stephen Monroe Tomczak, known informally as Zak, joined the Social Work department as a full-time faculty member on a temporary appointment in 2010, after having been a part-time faculty member at Southern for several years prior to this while completing his dissertation. As of the Fall 2012 semester, Dr. Tomczak was hired as a tenure-track faculty member, and assumed the duties as AAUP Department Liaison for the Social Work department. In this capacity, he regularly attended SCSU-AAUP Executive Committee meetings as a non-voting participant from the Fall of 2012 onward.

At SCSU, Dr. Tomczak teaches courses on community organization and social welfare policy, and has had a lifelong interest and involvement with social activism, including union activism. The son of an SEIU/Local1199 member, Dr. Tomczak has a very personal dedication to unionism and to the principles of workplace democracy and shared governance, and has brought this passion and commitment to his work as an active member of the SCSU-AAUP Executive Committee and CSU-AAUP State Council for the last several years. If elected to serve in the position of Vice President, Tomczak will continue to employ these skills in community organizing and political/policy advocacy to strengthen the position of CSU-AAUP in this time of budgetary challenges.

## Candidate for Secretary Stephen Adair, Sociology, CCSU

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I am a Professor of Sociology, Vice-Chair of the Faculty Advisory Committee (FAC) to the Board of Regents (BOR) for Higher Education, and ex-officio, non-voting member of the BOR. I am seeking to join the CSU-AAUP Executive committee as Secretary. I am currently completing my third term as a CCSU representative on the AAUP Council having been first elected in 2011. In the past, I have served the University in a number of capacities including

several terms on the curriculum committee, the promotion and tenure committee, the sabbatical leave committee, and the university's assessment committee. I was also department chair for six years and served several years as a half-time faculty member, half-time assistant to the dean of Arts and Sciences. I received CCSU's Excellence in Teaching Award in 2003, and CCSU's Distinguished Service Award in 2015. In 2014, I was President of the Association for Humanist Sociology, a national professional association. I have been a faculty member at CCSU since 1997.

Since the proposed merger of the system, CSU-AAUP led the legislative initiative to create the Faculty Advisory Committee and to have the FAC Chair and Vice-Chair serve on the BOR. While the FAC and AAUP have different constituencies with different agendas, serving on the AAUP Council while being on the BOR has allowed me to report back to AAUP on the actions and the thinking of the Board, while also bringing issues and concerns raised in union meetings to the system leadership. Currently, I am also a member of the Academic and Student Affairs Committee of the Board of Regents, the Transfer and Articulation Policy (TAP) Coordinating Council (a system-wide committee comprised of faculty and chief academic officers to oversee the TAP initiative), and the PA 12-40 Advisory Group (a system-wide committee of faculty and chief academic officers overseeing the redesign of developmental education across the system as a result of a Public Act passed in 2012). I am also a member of the CCSU Faculty Senate and the Faculty Senate Steering Committee.

In the coming years, we ought to anticipate grave challenges for CSU-AAUP given the chronic, fiscal challenges within our system, the relentless attacks on unions both in Connecticut and around the country, and the continuing escalation of public austerity measures. CSU-AAUP needs both resourceful and effective leadership and to build democracy and solidarity within our union and across the public unions. I pledge to work with courage, reason, solidarity, and resolve to meet these goals and to respond to these challenges.

In the ongoing negotiations over our collective bargaining agreement, I believe it is critical that we continue to support our leadership team. I recommend your support for the nominations of Elena Tapia and Patty O'Neil. I believe their knowledge, dedication, and experience will serve CSU-AAUP well.

## **Candidate for Treasurer** **Harlan Shakun, Accounting, CCSU**

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I have now completed over 20 challenging, yet enjoyable years as your Treasurer. Relationships between the Union and the BOR/State will require the CSU-AAUP leadership to have the financial expertise to interpret and react to changing conditions. As a licensed CPA, I have had experience in dealing with profit and not-for-profit organizations. This experience will enable me to provide members with timely and accurate financial information for an organization with a budget in excess of \$1,000,000. I have been teaching at CCSU for over thirty years following two years at WCSU. In addition, I have ten years of part-time teaching at two private colleges in the area. This background helps me to understand the needs of both full and part-time faculty.