

# AAUP at NYIT

Editor:  
Christopher Moylan

AAUP at NYIT, Inc.  
Newsletter

Volume 2, Issue 1  
January - February, 2012

## Upcoming Events

### OW/CI Chapter Meetings

Thursday, March 15, 2012  
CANCELLED

Thursday, April 19, 2012  
(Elections)

Thursday, May 17, 2012

All OW/CI meetings:  
Free Hour  
HSH Lecture Hall (Rm.130)

### Manhattan Chapter Meeting

April 3, 2012  
(Elections)  
Free hour 12:30 – 2:00 pm

### Inside This Issue

President's Message	P. 1
Employment Records Know Your Rights	P. 2
Dr. Howard Bunsis Visits NYIT	P. 2
Blended Courses	P. 2
DOL Orders Elections to be Rerun	P. 3
Contract Negotiations The Process Begins	P. 4

## President's Message – OW/CI Chapter President, James Fauvell

Now that we have all settled in to the spring semester, there are some important issues that we need to take note of.

### On-line Student evaluations for the spring semester will remain on paper:

The NYIT AAUP Joint Council and the Administration met on Friday, February 17 beginning talks on the format, distribution procedures and the parameters by which the student evaluations will be used and analyzed. Talks are continuing toward a new agreement for the fall 2012 semester. In the meantime, we have agreed to continue using the current paper evaluations this spring semester.

### The Virtual Learning Sub-committee:

I would like to remind you that a new Senate/AAUP subcommittee has been established called the Virtual Learning Sub-committee. Its function is to review on-line and DL learning issues dealing with quality assurance, course development, course contents and delivery, as well as adherence to CBA. The sub-committee is chaired by Stan Silverman, with membership including: Jim Fauvell, Larry Silverstein, Mike Uttendorfer, Jeffrey Feinsilver, Hattie Arnone and Fran Glaser.

If you have issues concerning your on-line assignments, please alert one of the people listed above.

### Upcoming Contract Talks:

Negotiations on a new contract begin on Friday, March 9<sup>th</sup>. If you have anything that needs to be addressed in the new contract please contact our Executive Director, Deborah Tibrewala as soon as possible.

## Joint Council Members

### Old Westbury/CI:

James Fauvell,  
President

Laurence Silverstein,  
Vice President

Tricia Nicholes,  
Secretary

Shin-R Lin,  
Treasurer

Yael Roitberg,  
At-Large

Christopher Moylan,  
At-Large

Stanley Silverman,  
At-Large (CI)

### Manhattan:

Ellen Katz,  
President

Percy Griffin,  
Vice President

Dean Winokur,  
Secretary

Steven Billis,  
Treasurer

Felisa Kaplan,  
At-Large

Katherine Williams,  
At-Large

## Employment Records and Personnel files: Know your rights

By: Jim Fauvell

For those of you who do not know, the Office of Academic Affairs, the deans, and the department chairs all have some documents concerning NYIT faculty members. You should also be aware that the official employment records for all NYIT faculty and staff are maintained by the Office of Human Resources located in North House.

Have you ever examined your permanent record at an institution? You have a right not only to review it, but to rebut any errors in it or even to ask for incorrect data to be deleted. For most of us this would be a rare thing to find, but it would be totally worthwhile, especially if you have any interest in seeking tenure or promotion at NYIT, or if you are thinking of applying for work elsewhere. You, of course, have the right to review these files at any time. You only need give sufficient notice to HR before you go.

The Office of Human Resources policy is to not disclose information from an employment file unless it receives an authorization signed by the subject of the records or when it receives legal process, such as a subpoena.

Finally, never leave an institution, no matter your position, without first asking to review your official personnel file. One never knows what mistakes, misinformation or hidden treasures one might find.

## Howard Bunsis Visits NYIT

By: Chris Moylan

Howard Bunsis, Secretary-Treasurer for the National AAUP Council, visited NYIT February 2 and 3. Dr. Bunsis, President of the Collective Bargaining Congress and a member of the AAUP National Council, has extensive experience in college financial analysis, union organizing, and collective bargaining both at EMU and other colleges and universities. He is Professor of Accounting in the Department of Accounting and Finance at Eastern Michigan University. He will be providing the Joint Council with technical advice concerning several aspects of the upcoming contract negotiations. Dr. Bunsis has offered his continued help and council in the months ahead. The members of the Joint Council look forward to working with him and to sharing with the general membership the specific and general implications of Dr. Bunsis's analysis.

## Blended Courses

By: Chris Moylan

NYIT offers faculty the option of blending on campus instruction with work conducted online via Blackboard. A blended course, as it is called, may be structured as a fifty-fifty split, on campus and online work, provided that students

are informed of this arrangement at the start of the semester. Office hours, as with conventional courses, are provided on campus. What is perhaps less well known is that faculty may use the Blackboard option for individual classes as need arises. For example, if a professor will be traveling to deliver a paper at a conference, class work for days missed may be scheduled online. The work is asynchronous, meaning that a lecture and the accompanying discussion framework are posted and students submit their work when it is convenient for them, provided they do so within a certain announced time. How much advance notice is required for this arrangement is unclear. Ordinarily, an instructor will know at the start of the semester that he or she will be attending a conference, but this is not always the case. Clearly, the blended format offers faculty and students flexibility in completing coursework. For students with particularly demanding workloads in their majors, the blended format affords the opportunity to schedule work when it is most convenient. It remains to be seen whether and to what degree of specificity this approach should be a matter for the collective bargaining agreement.

## **Department of Labor Orders Elections to be Rerun**

By: Chris Moylan

The Department of Labor has ordered the AAUP to re-run at-large elections and election for the ASC Chair in response to a complaint by a member of the New York State union. For the past five years this person has been pursuing a great number of challenges and official complaints concerning union conduct of election procedures. This is the first time the complaints have had such intrusive results. The switch from snail mail to electronic voting lies at the heart of the challenge. The Department of Labor and the AAUP have worked out an agreement to rerun last year's elections in order to correct these issues. This step has no bearing on the work individual members of the national council have been doing while in office. It is just a technical correction in the process.

Readers of the newsletter over the past six months or so have seen several articles having to do with right wing attempts to block and subvert unions around the country. Here we have another attempt to drain money and resources (staff time, time and effort on the part of the national council) from the AAUP national. The right has, for all practical purposes, unlimited money to devote to such efforts. As Occupy Wall Street has demonstrated time and again, however, there are ways to reach and motivate people outside the financial cesspool. A newsletter is one way.

## **AAUP-at-NYIT Collective Bargaining Agreement (CBA)**

COLLECTIVE BARGAINING NEGOTIATIONS—THE PROCESS BEGINS, Spring 2012

By: Larry Silverstein

Here Beginneth the Third Lesson:

In previous articles we have painted, in broad strokes, some of the history of the AAUP-at-NYIT, and its function as a Bargaining Agent for Faculty and Professional Staff. It is actually a long, complicated and interesting story, which is still evolving, and is worthy of a more detailed retelling at a future time.

Our most immediate concern, however, is the CBA Negotiation process as it is currently unfolding in this, the terminal year, of our five-year CBA, which expires 8/31/12. It is therefore incumbent upon the AAUP at NYIT to engage in an active negotiation process to maintain, extend and improve upon various provisions of the current CBA. We will thus be bargaining upon issues of salary, benefits, working conditions and governance which are essential to our professional and personal well-being and prosperity.

Currently, various members of the Joint Council are reviewing and formulating opening negotiating positions, in anticipation of spirited debates with NYIT Administration. From you, our Faculty and Professional Staff membership, individually and as disciplines and departments, we have previously asked for, and continue to solicit, input and suggestions.

Part of our "due diligence" in preparing for negotiations is to try to analyze and understand the current financial condition of our institution. We want to bargain vigorously, but realistically. Thus, for the first time in many years, your AAUP has engaged, as advisor and consultant, an individual (Dr. Howard Bunsis) of nationally recognized credentials and experience in the analysis of academic institutional finances and benefits policies.

Many members of the Joint Council met with Dr. Bunsis on Thursday, February 2, 2012, in a series of marathon sessions which totaled approximately eight hours, during which he conducted a very intensive seminar, accompanied by close to 100 power point slides on fiscal and benefits issues. From this extended discussion, your AAUP leadership drew some important and interesting conclusions. And the news is basically good.

Despite the difficult regional, national and international economic conditions of the past few years, NYIT appears to be, by all accepted and standard measurement rubrics, in good and stable fiscal health. It would appear that prudent fiscal stewardship (and perhaps a little luck) have contributed to this happy condition. There is room for improvement of course, and not all of our academic ventures have had equally successful outcomes. But overall the message from Dr. Bunsis is that NYIT appears to be in good shape, soundly and stably situated. There is no evidence of any looming financial crisis; quite the opposite, in fact.

**AAUP at NYIT, Inc.**  
PO Box 321  
Greenvale, NY 11548

**Phone:**  
(516) 686-1120

**Fax:**  
(516) 686-1124

**E-mail:**  
[aaupatnyit@optonline.net](mailto:aaupatnyit@optonline.net)

Newsletter editor:  
Christopher Moylan  
[cmoylanc@gmail.com](mailto:cmoylanc@gmail.com)



We are on the Web  
See us at:  
[www.aaupatnyit.org](http://www.aaupatnyit.org)

This is an initial analysis and opinion, of course. If a further on-going analysis verifies and sustains this opinion it should bode well for a reasonable and smooth CBA negotiation process (we all hope). While this does not guarantee a swift and easy negotiation, it is surely a good place from which to begin.

That negotiation process will commence at the beginning of March, to continue through many meetings into April and May. It will (we hope) conclude with an agreement which we can announce by the time of our AAUP Retirement Luncheon on May 18, 2012. This presumes very active and efficient good-faith bargaining on both sides. The AAUP at NYIT will do its best to meet that standard. Currently, members of the AAUP leadership are meeting together twice a week, or more, and this pace is expected to continue, and perhaps accelerate.

More soon. Here endeth the Third Lesson.