

AFT Local 1839
End of Year Report
AY 2007-2008

Our Constitution states that the President shall “formally report in writing to the membership once each academic year summarizing accomplishments of the Local and outlining plans for the next twelve months.” The following is the report:

ACCOMPLISHMENTS

1. Our unit, Local 1839 now represents 800 people. Our numbers have doubled over the past four years. This increase is primarily due to NJCU’s reliance on adjunct faculty instead of filling vacant full-time faculty positions.
2. The better part of May, June and July 2007 was taken up with state-wide negotiations. Despite individual concerns, the Adjunct Faculty agreement was ratified in September by a rate of two to one. The Full-Time/Part-Time contract was ratified by 91% of the state-wide vote (NJCU’s numbers were 105 yes vs. 44 no)
3. Confusion and control issues continue to reign in regard to the reappointment and tenure process in at least one College. There is no campus-wide definition of “consultation” which one Dean has taken to mean that departmental recommendations for committee members can be ignored. This was not the only discussion topic with the administration:
 - a. Administration claims to not understand the effects that the diminished ranks of full-time faculty have on a department’s ability to build a committee whose members have the knowledge and expertise needed to consider and recommend a candidate.
 - b. “Fair and equitable treatment” of the reappointment/tenure process does not exist across campus.
 - c. Jo Bruno provided me with what she considers to be keys for a fair reappointment/tenure committee:
 - i. Protection of untenured faculty
 - ii. Knowledge of discipline
 - iii. Expertise
 - iv. If upon consultation, the chair and dean cannot agree on committee compensation, the next step is for both to discuss this with the VP.
4. The real issue in number 3 is the authority and primacy of faculty in the above steps. There can be a difference between faculty participation and management-appointed faculty who may be unable to freely express their views. Very few departments have written protocols concerning committee appointments which can be presented to their dean. Without that, faculty are at a disadvantage. This is an academic issue which must be re re-claimed by faculty.

5. The Professional Staff Promotion Co, which has a reputation of always completing their task by the published deadline, submitted their recommendations to Pres. Hernandez in record time.
6. NJCU Board of Trustees meetings are briefer and briefer. The exception was the June 2008. A Harry Moore faculty, students, and parents turned out to voice their support and urge NJCU to keep tuition as low as possible.
7. Despite persistent harassment of Local volunteers, members did step forward to serve on the Elections Co.. We also have a new webmaster.
8. The number of active adjunct faculty in our Local increased dramatically. This included participation on our Election Committee.
9. The Executive Committee developed a logo which will debut in the coming months.

Plans for the Next Twelve Months

As most of you know, I did not run for another term as Local president. I will still be active in AFT the Local and with the Council of New Jersey State College Locals. I will continue to serve as one of your Council delegates and as the Council's Legislative Representative. Currently, I am transitioning to my new role as the Local's new C.O.P.E. chair. My plans for this position include: providing information about NJ's method of funding higher education, introducing nation-wide AFT initiatives, and increasing the number of members who donate to our C.O.P.E. fund which supports agreed-upon candidates running for offices. Thank you for the confidence you have in me as indicated by the most-recent election.

Sincerely,

Sarah-Ann Harnick, Immediate Past President
AFT Local 1839