

*Welcome  
to the  
Rider University Chapter  
of the  
American Association of University  
Professors (AAUP)  
2017-2018*

**The web page for the Rider Chapter of the AAUP  
contains information about**

- **The Agreement**
- **Announcements, e.g. Promotion and Tenure meetings, Academic Policy Committee elections, Faculty Development application deadlines**
- **AAUP Chapter meetings schedule**
- **AAUP Officers**

**<http://www.rideraaup.net>**

**Who is Eligible to be a Member of the American Association of University Professors (AAUP) at Rider University?**

- All members of the AAUP bargaining unit are eligible to be members of the Rider Chapter of the AAUP. This includes all full-time and adjunct faculty members currently teaching at Rider University; all full-time and part-time librarians; clinicians in the Reading clinic (substantially involved in the area of teaching and evaluation of students); and members of the athletic staff.
- There are currently 580 members in the Rider Chapter of the AAUP.

**What is the Mission of the National American Association of University Professors (AAUP)?**

The mission of the national AAUP, founded in 1915, is to “advance academic freedom and shared governance, to define fundamental professional values and standards for higher education, and to ensure higher education’s contribution to the common good.” Membership in the national organization is open to all faculty, librarians, and academic professionals at two- and four-year accredited public and private colleges and universities. The national AAUP is on the front lines defending issues that affect academic freedom, e.g. the Patriot Act.

### **What are the Purposes of The Rider University Chapter of the AAUP?**

- The basic purposes of the Rider University Chapter of the American Association of University Professors are to protect academic freedom, to establish and strengthen institutions of faculty governance, to provide fair procedures for resolving grievances, to promote the economic well-being of faculty and other academic professionals, and to advance the interests of higher education.
- Not all AAUP chapters act as a faculty union, but Rider's chapter has been a collective bargaining unit since 1974. As such, successful negotiations have resulted in improvements in salaries, benefits, an increase in faculty governance, and improved working conditions at our teaching university, where we emphasize teaching, scholarly activity, and value to the department, college, and the University.
- As a faculty member at Rider University, you are automatically considered a bargaining unit member and are represented by the AAUP. Under American labor law, you are a member of the bargaining unit from the moment you become an employee of the University. You may choose whether or not to be a member of the AAUP chapter. But if you choose not to be a member, you will not have a voice in setting chapter policies and goals and you will still have to pay your fair share of the cost of representation.

### **What is the "Contract"?**

The "Contract," aka the "Agreement" refers to the Agreement 2014-2017 Between Rider University and the Rider University Chapter of the American Association of University Professors, and contains all of your rights, responsibilities, elements and working conditions as negotiated by the University and Rider's AAUP chapter including:

- Promotion and Tenure, which outlines the requirements for Teaching, Value, and scholarly activity (Article VIII); also consult your Departmental criteria
- Annual reappointment (Article X)
- Academic Governance (Article XIII)
- Teaching Workload (Article XXVII)
- Bargaining Unit Development (Article XXXI)
- Intellectual Property (Article XXXII)
- Compensation and Employee Benefits (Article XXXIV)
- Adjunct Bargaining Unit Members (Article XVII)

### **Do You have a Question about a Contractual Issue?**

Call the Chief Grievance Officer:

**Prof. Jeffrey Halpern:**

Email: [halpern@rider.edu](mailto:halpern@rider.edu)

Phone: 895-5451

### **What do Your Monthly Dues Pay For?**

- The AAUP provides fair representation for all members of the bargaining unit regardless of whether or not those individuals choose to become members of the AAUP.
- The Rider Chapter may seek legal counsel, particularly during contract negotiations, and the membership dues support such legal needs.
- Your dues also support the salary of the AAUP Executive Manager, and the stipends of Chief Grievance Officer and the current AAUP President. The responsibilities of the Executive Manager include maintaining the financial accounts for the AAUP, office organization, recommending financial investments, coordination of governance elections for APCs, faculty Development and P&T elections, maintaining a faculty Database, announcements and maintenance of the AAUP Website.
- Your dues also pay for the purchase of office equipment and supplies which include computers, printers and a photocopy machine.
- The dues also include your dues to the national and state AAUP.

### **What are Your Rights and Obligations as a Faculty Member?**

- Your status as a member of the AAUP bargaining unit entitles you to all of the terms of the Agreement that have been negotiated.
- You are entitled to free representation by the Chief Grievance Officer of the Rider AAUP.
- You are entitled to academic freedom, or the freedom to teach and to learn. “As citizens engaged in a profession that depends upon freedom for its health and integrity, bargaining unit members have a particular obligation to promote conditions of free inquiry and to further public understanding of Academic Freedom. Except for reasons that constitute proper cause for discipline under any other provision of [the] Agreement, the University will not threaten, coerce, or discipline members of the bargaining unit because of what they say or what they do as private citizens, for promoting and preserving the conditions of free inquiry necessary to fulfill the obligations of their academic disciplines, or for discharging their responsibilities to their students, to their colleagues, to their professions, or to their institution.” (Article IV).

### **What are Your Rights and Obligations as a Faculty Member (cont'd)?**

- Your participation in the shared governance of the University is both a faculty right and obligation.
- There are many ways in which you can participate. One avenue is by your participation on an academic policy committee. Unlike faculty senates at other universities that are advisory committees, your faculty vote on these policy-making committees is equal to the votes of the administrators on the committees. All members of an APC (with the exception of the student member) have the same rights and responsibilities. The administrative members (Dean, Provost, etc.) have no greater voice or authority than bargaining unit members. Any member of an APC, any department, any program, any tripartite committee or any member of the Rider community may bring a policy or issue to the attention of the appropriate APC for consideration. No new policy can be enacted by the University without approval of the appropriate APC and the University is obligated to carry out all academic policies duly enacted by the APCs.

### **How do You Find a Faculty Mentor?**

Rider University recognizes that the successful mentoring of faculty is a key aspect of their development as they move through the tenure track. Accordingly, all new faculty members are assigned experienced faculty mentors to guide, support, and acclimate them to their departments and to the university. Please contact the Faculty Mentoring Committee co-chair with any questions:

**Eugene Kutcher**

Email: [ekutcher@rider.edu](mailto:ekutcher@rider.edu)

Phone: 896-5203

### **What Faculty Development Resources Are Available?**

The Faculty Mentoring Committee, the Teaching and Learning Center (TLC) and the Office of Information Technology (OIT) offer developmental opportunities to enhance teaching and scholarship. In addition, the [Agreement](#), (Article XXXI) provides for summer research and developmental fellowships for all full-time bargaining unit members and paid research and developmental leaves for tenured faculty. Fellowships and paid leaves must be applied for and are awarded on a competitive basis. For more information on mentoring, please login to [Canvas](#) and see the Mentoring Resources Area listed under “My Organizations”.

### **AAUP Officers 2017/2018**

**Elizabeth Scheiber**, President

Email: [escheiber@rider.edu](mailto:escheiber@rider.edu), Phone: 921-7100 x8245

**Mike Brogan**, Vice President,

Email: [mbrogan@rider.edu](mailto:mbrogan@rider.edu), Phone: 896-7721

**Jeff Halpern**, Chief Grievance Officer/Contract Admn

Email: [halpern@rider.edu](mailto:halpern@rider.edu), Phone: 895-5451

**Joel Phillips**, Asst. Grievance Officer

Email: [phillips@rider.edu](mailto:phillips@rider.edu) Phone: 921-7100 x 8241

**Kathy Price**, Treasurer/Financial Secretary

Email: [kprice@rider.edu](mailto:kprice@rider.edu), Phone: 921-7100 x8255

**Kathleen Pierce**, Recording Secretary

Email: [kpierce@rider.edu](mailto:kpierce@rider.edu) Phone: 895-5478

**Tracey Garrett**, At-Large Member

Email: [tgarrett@rider.edu](mailto:tgarrett@rider.edu) Phone: 896-5347

**Matthew Goldie**, At-Large Member Phone:

Email: [mgoldie@rider.edu](mailto:mgoldie@rider.edu) Phone: 895-5586

**Art Taylor**, Immediate Past President

Email: [ataylor@rider.edu](mailto:ataylor@rider.edu), Phone: 895-5514

### **Grievance Liaisons:**

**ATHL: Tim Lengle** Phone: 896-5052

Email: [tlengle@rider.edu](mailto:tlengle@rider.edu)

**CBA: Art Taylor** Phone: 895-5514

Email: [ataylor@rider.edu](mailto:ataylor@rider.edu)

**SED: to be determined** Phone:

Email: [@rider.edu](mailto:@rider.edu)

**SFPA: Miriam Mills** Phone: 896-7737

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**SLAS: Jeff Halpern** Phone: 895-5451

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**ULIB: Kathy Holden** Phone: 896-5110

Email: [holden@rider.edu](mailto:holden@rider.edu)

**WCA: Joel Phillips** Phone: 921-7100 x8241

Email: [phillips@rider.edu](mailto:phillips@rider.edu)

**2017 - 2018**  
**AAUP General Chapter Meetings**

Thursday, August 31, 12:00 p.m. BLC Theater

Tuesday, September 26, 11:30 a.m. Fireside Lounge

Tuesday, October 24, 11:30 a.m. Princeton/Mercer Room

Tuesday, November 21, 11:30 a.m. Fireside Lounge

Tuesday, February 6, 11:30 a.m. Fireside Lounge

Tuesday, March 6, 11:30 a.m. Fireside Lounge

Tuesday, April 10, 11:30 a.m. Fireside Lounge

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