

What Are They Afraid Of? College/University Administrations Opposed to Union Representation on Boards of Trustees

President's Report Nicholas Yovnello

The Council has proposed legislation that would place two representatives, chosen by the unions on your campus, to serve on your college/university board of trustees. They would be full voting members and would only be obliged to recuse themselves on personnel matters.

These bills are A-2795, sponsored by Assemblymen Patrick Diegnan (D-18) and S-2579 co-sponsored by Senators Stephen Sweeney (D-3), Paul Sarlo (D-36) and Nicholas Asselta (R-1). The Assembly bill has already been voted out of committee and is pending before the full Assembly. Both have bi-partisan support.

The Council and your Local Union leadership consider these bills of utmost importance in promoting sound governance of our institutions. In light of the ongoing investigations at several New Jersey campuses, the passage of these bills would help ensure greater accountability.

Perhaps you will be not surprised to learn that many current board members and the institutions presidents are adamantly opposed to our bills and are doing everything in their power to kill this legislation. That is why we are calling upon you to immediately contact your legislators to urge



passage of these bills. If we fail now, we will have to start all over in the next legislative session. Since we cannot afford to wait any longer, the time to act is NOW.

What is wrong with the existing boards? They are currently appointed by the Governor and approved by the Senate Judiciary Committee for terms of six years. Once in power, they are responsible to no one. The State provides absolutely no oversight – except for recently the imposed ethics reform.

Essentially the boards can spend and borrow money, embark on new construction or renovation, create or discontinue academic programs, expand or con-

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Council Endorsed Candidates Victorious in 59 of 64 Races

With the election of Jon Corzine as our next Governor and an increase in the strength of the Democrats in the Assembly, New Jersey has reinforced its status as one of the bluest of the “blue” states. Corzine will appoint his successor as US Senator and the other US Senate seat is held by Democrat Frank Lautenberg.

Corzine’s victory was easier than expected. He received universal endorsement and support from the entire labor movement in New Jersey and there can be no doubt that he benefited from grassroots efforts to mobilize union members and their families.

In the Assembly, Democrats picked up two seats. When the new legislative session begins in January, it will consist of 49 Democrats and 31 Republicans. The Senate, which was not up for election, has 22 Democrats and 18 Republicans.

The Council endorsed 54 Democrats, 10 Republicans and remained neutral in 26 Assembly races. Out of this total of 64 races, the Council-endorsed candidates were victorious in 59, a winning percentage of 92%. Three out of five AFL-CIO “labor candidates”, i.e union members who participated in its labor candidate program, were elected

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What Are They Afraid Of?

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tract enrollments and set tuition/fee levels as they see fit. It is no accident that ever since the boards were freed of state oversight with Whitman's 1994 abolition of the Board and Department of Higher Education as well as their regulations, the boards and college administrations have taken the attitude of "provide us with public funds - but we are not accountable to anyone." Additionally, management salaries have sharply increased, the number of adjunct faculty (who are too often exploited) has exploded and tuition and fees have risen far in excess of the cost of living.

What else is wrong with the existing boards? Check the resumes of the members and you will invariably find that the overwhelming majority come from the corporate sector. They may know how to run businesses, but what makes them qualified to run our public colleges and universities? Certainly, they do not reflect the composition of the communities in which our state colleges and universities are located, nor do they reflect the academic community they are empowered to govern. If graded on diversity or democracy, the boards would receive an "F."

One student sits on each board, but campus unions' representatives do not. This is a ludicrous situation since we are employed full-time at the universities. We have as much insight and concern as administrators do for the long-term institutional health of our colleges and universities. So - what are they afraid of?

Some boards operate more openly than others, but there have been in-

"We have as much insight and concern as administrators do for the long-term institutional health of our colleges and universities."

stances where boards have restricted the right of your elected Union leadership to speak at their meetings or have held meetings without proper notice or at inconvenient times and places. In September, the Board of Trustees at Kean University refused to allow the two AFT locals to speak in flagrant violation of our Agreement. Fortunately, after political activism by Local 2187 (KFT) and the Council, the Locals were allowed to speak at the most recent November meeting and this policy of censorship may soon be reversed. Two years ago, a Local Union officer at Montclair State University was intimidated for insisting on his right to be heard. Some boards display open hostility toward Union speakers. These are the kinds of situations that can be avoided in the future by having union representation on boards of trustees.

At this very moment, during the "lame duck" legislative session, we have a unique opportunity to democratize our boards of trustees and make them more responsive to the needs of the employees, the students and ultimately to the general public. After all, who knows better how to run our institutions than we do?

Here is what you can do:

- (1) go to the Council website www.cnjscl.org. By following a few easy links, you can send a message to your legislators asking them to support these bills.

- (2) follow up your message with a phone call to their offices. Don't be bashful. Let your legislators or their aides hear from you directly.
- (3) contact your local union, which will be setting up meetings with legislators in which you may participate.
- (4) write letters to the editor of major NJ newspapers urging passage of these bills.

As the bill moves through the legislative process, further action will be required. Check the Council website for updates.

We are also working with the other public employee unions to obtain the passage of **A-693 & S-1838 (Non Imposition)** which would bar the State from imposing its final offer on our union in contract negotiations. These bills are referred to as "non-imposition bill."

The nine state colleges/universities have paid staff and the resources of their New Jersey Association of State Colleges and Universities working the halls of the legislature to defeat these bills. It is important that you join the members of the other campus unions in petitioning members of the legislature for passage of this legislation. Use our web site at www.cnjscl.org to take immediate action. We cannot be successful on either Boards of Trustees or Non Imposition without your help. **Time is short - so PLEASE ACT NOW!**

In closing, I would like to wish all of you a safe, happy holiday season and a very happy New Year.

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Peace is the
Reason
for the
Season

NOT A MEMBER YET? BECOME INVOLVED!

Make **your** voice heard in the workplace by joining the union today. Occupational Liability Insurance comes with membership!

Visit your local office for a membership card or visit the council's website (www.cnjscl.org) for membership information.

NEW YEAR'S RESOLUTION:



BECOME MORE ACTIVE
IN THE UNION!

EPSON USA

Photo: epson

Council's Professional Staff Conference a Success!

This October, the Council's Professional Staff Committee proudly sponsored its first Professional Staff Conference at the Thomas Edison College campus in Trenton. Committee members organized the event so that professional staff from across the State could meet each other, share their workplace experiences and take information back to their respective campuses. Even though the day of the conference was one of the rainiest, windiest and coldest days of the month, more than thirty professional staff from all nine State Colleges/Universities attended. Council staff Steve Young and Debra Davis and Professional Staff Committee members Shari Selke and Ed Matthews (WPUNJ) were conference presenters.

Young started the conference with an on-line tour of the Council's website that highlighted the Professional Staff section. The professional staff section has links to the contract language that governs professional staff employment procedures and general information about the Professional Staff Committee and its accomplishments, the State's classification system and generic titles, reclassification, generic job specs and a model job description. Young's presentation also included an overview of the Council's newest page — Professional Staff Local Agreements/Policies. For many professional staff the conference provided them with the first opportunity they have had to learn about each other's local agreements. As one attendee noted, "it's a great way to prepare for local negotiations, to compare local agreements and policies all together in one location, which until now has not been easy." Young also emphasized that the site can be bookmarked on their workplace computers since the State-Union Agreement is online for easy lookup and access and referring to it is a protected use of the internet in the workplace.

Davis presented workshops on Reclassification Procedures and *How to Manage a Bully Boss*.

Her reclassification presentation provided the details, procedures and tips for applying for a reclassification. The procedure is often time consuming and difficult to negotiate because it involves, in part, sorting through the State's generic title system and conducting a desk audit to ascertain what kind of substantive changes occurred to the position to warrant a reclassification. Davis noted that a sometimes a year or two can elapse between the request and a final decision. She noted that it's always best to contact the Union for assistance with your application.

Davis developed the *How to Manage a Bully Boss* presentation out of her concern for professional staff who work under



a bully and who feel overwhelmed by that fact. Though her presentation was meant to be humorous and ironic, the underlying message was that bully bosses are a serious problem and must be dealt with carefully (see related article, page 4.). It wasn't surprising to the Council staff and to most conference attendees, that each of us has experienced the bad behavior of a bully boss at some point in our careers. During the Q&A session, participants engaged in a 'lively' exchange of ideas about solving the bully boss problem in the workplace!

The big finale came from Shari Selke and Ed Matthews from William Paterson University, who developed a well-rehearsed and dynamic PowerPoint slideshow about their Local's (AFT 1796) very successful Performance Based Promotion Agreement. Shari and Ed work in William Paterson's theater and applied their creative talents to provide an interesting and engaging slide show. Their presentation, which was rich in details, illustrated the time intensive work the Local invested in negotiating this agreement and assisting members through the process. Shari and Ed described each element of the agreement, which includes provisions for a negotiated number of promotion opportunities, timelines that the University must meet, specific eligibility requirements and criteria, a peer review committee, the availability of electronic based applications and published procedures in the employee handbook and an appeal process. They provided tips on getting started, organizing a portfolio and meeting application deadlines. Shari and Ed based their presentation on their personal experiences with the application procedure. They each made a successful application for a performance based promotion and they now serve as mentors for new hires who want to apply.

If there was an underlying message in Shari and Ed's presentation it was that professional staff do not merely work in higher education, rather they have careers in higher ed. You owe it to yourself and to your career to promote yourself. For the specifics of their Performance Based Promotion Agreement, visit the Council's Professional Staff page and click on the Local Agreements/Policies link (www.cnjscl.org).

Before leaving the conference, participants filled out evaluation forms for the Committee members. Most of the attendees appreciated the fact that the Committee structured the day for split session presentations — one in the morning and a repeat session in the afternoon. This made it easier for professional staff to arrange time off to attend and to not miss anything by having to leave early or arrive later in the day. Another common theme in the evaluations was that

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Do you have a “Bully Boss” (or just a Bad Manager)?

Recently, the Council’s Professional Staff Committee sponsored a one-day conference on the Thomas Edison Campus in Trenton (see related article p. 3). The Council staff presented three workshops and for those of you who could not make it to Trenton, we want to give you the written version of one of them titled, “How to Manage A Bully Boss”. Council staff representative Debra Davis created the *Bully Boss* presentation as a light-hearted way to deal with a serious workplace problem. For illustrative purposes Davis drew from her experiences of advising and sometimes defending professional staff who have a supervisor who is more than just a ‘bad manager’. During the Q&A part of the presentation, many of the conference attendees offered their own stories about supervisors they have now or have had in the past, who epitomize the BULLY BOSS. This article is meant to provide an example situation and to help you negotiate a work environment in which a supervisor acts like a school yard bully. We hope you find it useful.

In Davis’s opinion, a supervisor (a program director) at one of our institutions literally rules his specific area as if it were a personal fiefdom. Ask yourself when reading this piece if your supervisor exhibits any or all of the following characteristics in your workplace. If you answer yes to all or even some of the characteristics below, then you probably have a “bully boss.”

Like most bully bosses, this supervisor seems to have an overblown **sense of superiority** e.g., – acting arrogant in the administration of his area; ignoring, often with impunity, the institution’s own policies and procedures. He is also seemingly unaware of or uncaring about the fact that his employees have employment rights via the collective bargaining agreement.

Bully bosses show **contempt for subordinates by humiliating them** often

during meetings or in venues in which their authority and power to use it are unchecked. Our model here is certainly no exception in this regard. For example, Davis has heard from professional staff who call her to vent their frustrations about how small minded and punitive their director acts during staff meetings. Their staff meetings are usually unscheduled because the director can’t seem to maintain regular office hours and his presence in the office is “catch as catch can.” While most bully bosses are domineering **and micro-managers**, this director is a contradiction to that rule. Staff report that he often assigns complicated and work intensive projects at the last minute leaving no reasonable time to meet deadlines. When problems arise because of the harried way in which he operates, he will be **unfairly critical**, sometimes in a loud outburst of anger towards his staff for not having met their project deadline. As far as his staff is concerned, he **lacks sensitivity for others’ feelings** when it comes to how his behavior impacts their job performance. It’s rather obvious that assigning complicated work intensive projects at the last minute almost always creates deadline problems. Except for bona fide emergency situations, the director should plan ahead to avoid most of these problems.

The staff meeting example mentioned above may seem like a small deal. However, to give you an idea of how difficult it is to work for a bully boss like this, these impromptu staff meetings sometimes last all day with no scheduled lunch breaks. The director does not ‘allow’ staff to leave the meeting to get a takeout lunch and continue the meeting. Afterwards, when staff finally

get a chance to get out to eat, often near the end of their work day, this supervisor ‘docks’ them for leaving work early. Most people would find this kind of continuing behavior outrageous. Davis also has evidence that this director has created his own discipline rules that include a check sheet of ‘infractions.’ So far, the Union hasn’t had to deal formally with his infraction sheet, mostly because this director can’t even act on or carry out his own rules. However, this is a situation that could steamroll if ever he does decide to write up a staff member based on his self-defined criteria for discipline.



By now, you might be asking, “How does he get away with this type of bad behavior at a public institution?” In most cases, bully bosses can operate with impunity because employees are often uncomfortable reporting them to upper management. Bully bosses also try to control the flow of information. They require everything to pass by them before going anywhere else - if at all. In the scenario presented here, most of the professional staff are working under one-year appointments and feel that they dare not report his behavior to upper management for fear of retaliation and non reappointment, not only from him, but also from upper management! Bullies tend to **ingratiate themselves to their own bosses** so the intimidated subordinates fear retaliation from not only their director but also from upper management. Finally, and perhaps most unfortunately, **bully bosses are often smart and make significant contributions to the institution.** The chances are that if professional staff were to report a director’s bad behavior to upper management, the higher ups would probably support the bully

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“Bully Boss”?

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rather than the employees. In this particular case, whether or not the director is smart or makes significant contributions to the institution is irrelevant. He’s been around for thirty plus years and is rumored to be politically useful to the University — in other words he probably has connections in Trenton.

What happens when institutions tolerate bully bosses? When people work for a bully, they feel afraid and defensive. It puts employees in a protective mode. Once again, looking at our example, the employees who work for the ‘bully,’ either suffer in silence or try to get into the good graces of the supervisor — sometimes at a co-worker’s expense. In other words and perhaps unwittingly, the staff can undermine their own positions by trying to ‘suck up’ to the boss in order to get relief from his bad actions. This only allows the ‘bully’ to single out for ridicule those staff who make an attempt to take on the bully boss. At the end of the day, employees feel a sense of rage towards the bully and a sense of self-rage for tolerating such behavior. According to *Psychology Today*, bully bosses perpetuate “a state of psychological emergency.” Davis has heard professional staff who work for this bully boss say that they feel demoralized and that this **negatively impacts their workplace productivity.**

What positive step can you take when your supervisor is a bully? Psychologists claim that **bully bosses do not have boundaries about their own behavior.** Respond assertively as soon as your supervisor bullies you — most bully bosses test the water first, then

increase the bad behavior over time. In this situation, it is Davis’s opinion that it is too late to confront this bully boss. Even though Davis believes that most likely, upper-management is aware of this supervisor’s behavior, they seem willing to disregard the trouble he causes professional staff, especially during the retention process.

However, in most other instances, we recommend that you politely confront your supervisor — state that you cannot put up with disrespectful behavior and that it is inappropriate at your institution. This polite confrontation should be held in private in her/his office. *Psychology Today* claims that a bully boss will not back down in front of an audience. Be specific about the unacceptable behavior but don’t under any circumstances speculate on motivation. In other words, as *Psychology Today* puts it, “don’t play armchair psychologist.”

Can’t confront your bully boss? If you can’t confront your supervisor, try going to HR for advice. This action makes the institution aware that you have a bullying supervisor (not withstanding the example in this article). Even if your HR officer cannot do anything about your bully supervisor, at the very least you have documented the problem. You can refer to that meeting if you believe your bully boss’s behavior is a factor in a negative performance evaluation.

At your wits end? Above all, try to maintain your dignity when dealing with a bully boss. If you feel like you need to vent, call your local Union or Council representative. The Union may be able to intervene before the hostility

escalates and perhaps even find a contractual remedy to your problem.

One final word on bosses in general. You may not have a bully boss but rather, you may have just a bad manager. In many instances, your director may not know how to be a good manager. For example, your director may be cordial and respectful in the workplace but he or she often does not communicate clearly to you his or her expectations regarding your assignments, deadlines, etc. Or, he or she is often unresponsive to questions, requests for training or cannot be found during times when you need him or her to make a managerial decision. And for those of you who are “friends” with your supervisor because both of you have been working together for many years, be aware! If your supervisor is your friend and as such doesn’t want to seem critical regarding your performance, he or she is not doing you a friendly favor. You have a right to know — before it’s too late, if your performance is not up to par. Remember, even bad managers whether friendly or not, impact your productivity and eventually your evaluation and retention prospects.

We offer the same advice about knowing about your performance to those of you with a bad manager. First politely address your concerns to your supervisor/manager. If that doesn’t help, go to HR and ask for a meeting to discuss your situation. Call your Local or the Council office for advice on how to approach such a meeting.

In either case, don’t suffer alone. Call your Union for assistance.

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Conference a Success

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this conference was long overdue. People stated that meeting colleagues whom they would never get to meet otherwise, made them feel connected and that they will feel less isolated in the future when dealing with issues specific to professional staff employment.

During the lunch break and in the networking sessions later in the day, attendees were already planning when and

where to hold next year’s conference. The Council is pleased to report that as a result of the conference, professional staff from the Ramapo College Local (AFT Local 2274) and Kean University Local (AFT Local 2187), have already held luncheon presentations in order to share information discussed at the conference and talk about next year’s event.

Congratulations and thanks to the Committee members for your hard work in making this event a great success! To see who your Professional Staff Committee representatives are visit www.cnjscl.org. — • —

Two New Representatives Elected At Council's September Meeting

The Council elected two new representatives at its September meeting. Iris DiMaio (WPU) is the newly elected Professional Staff Representative and Faye Robinson (RO) is the newly elected Librarian Representative.

Iris DiMaio is an Assistant Director for the Center of Continuing Education and Distance Learning at William



Paterson University. Iris was the Assistant to the Professional Staff Representative for her Local (1796) and was a Council delegate before she was elected to the Professional Staff Representative position in September.

Iris brings a wealth of knowledge about professional staff issues to the position. She worked particularly hard on helping her Local establish a Performance-Based Promotion Agreement and now serves as a portfolio coach to new applicants.

When Iris became the Professional Staff Representative to the Council, she also took on the role of Chair of the Council's Professional Staff Committee. Her desire to serve on the Council and the Committee is grounded in her steadfast belief that, "professional staff are the backbone of our institutions and it's through our efforts that make it

possible for the colleges/universities to fulfill their missions and goals."

Faye Robinson is an Assistant Professor in the Library (Librarian II) at Rowan University. She began her career as a librarian a little over five years ago, after earning her MLA from Rowan as a non-traditional student in 1999.

Faye decided to run for the Librarian Representative seat because she



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Council Endorsed Candidates Victorious

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or re-elected: Paul Moriarty (D-4), Joseph Egan (D-17) and Thomas Giblin (D-34).

How does the Council decide on candidate endorsements? Each local has a representative on the Council Political Action Committee (PAC). Its chairperson is Jon Erickson, professor of public administration at Kean University, who is elected by the Council delegates.

Before every state or federal election, the Council PAC approves a questionnaire or survey that is sent to all candidates. In the past few years, these surveys have been generated in collaboration with the New Jersey State Conference of AAUP Chapters and the Rutgers Council of AAUP Chapters, the latter, now an AFT affiliate. Together we represent faculty and many professional staff at all of the senior public institutions of higher learning (our nine state colleges/universities plus Rutgers, NJIT and UMDNJ).

This year the survey encompassed four broad issues---Access to Higher Education, Governance and Accountability, Part-Time Adjunct Faculty and Collective Bargaining---and focused on six bills addressing these issues. These included: A-2795 - allows two employee representatives to sit on our institution's boards of trustees; A-693 - would bar public employers from imposing its final offer after reaching an "impasse" in negotiations; A-3718 - would require adjunct faculty to receive proportionally equal salary as full time faculty; A-4340 - would require the state colleges/universi-

ties to report the salaries and benefits paid to top administrators to the Commission on Higher Education; A-3293 - would expand the scope of collective bargaining; and A-1250 - would extend the Tuition Aid Grant program to part-time undergraduate students.

When the PAC meets to discuss its endorsements, it considers a number of factors including the survey responses, the candidates' record (if he or she is an incumbent legislator), the positions of the State AFL-CIO and sister unions, the competitiveness of various races and our preference to remain bi-partisan. We are ably assisted in this process by our professional lobbyist, Peter Guzzo. A majority vote of those in attendance determines the PAC's recommendation. This recommendation does not become official until it is approved or amended by Council delegates at the next Council meeting.

The Council then notifies each candidate in writing of our endorsement and publicizes the endorsements in the VOICE and/or in direct mailings to our membership. The Council endorsed 54 Democrats and 10 Republicans in this election cycle. To see which of the Council's endorsed candidates were victorious, please visit our web site at www.cnjscl.org and click the link to the election page.

We encourage you to participate in this process in future elections by joining your Local's political action committee and by signing a COPE card. This enables you to authorize a payroll deduction in an amount of your own choosing for our political contributions fund. You can obtain cards by contacting the Council or your local union office. - • -

New Sick Leave Injury Eligibility Form

by Dierdre Glenn Paul & Council Staff

At a recent meeting of AFT Local 1904, the Montclair State University Faculty, Professional Staff and Librarians Union discussed the new reporting guidelines for Sick Leave Injury Eligibility as they relate to volunteer work assignments. Article XXVI, Sections C and D of the State-Union Agreement explicitly define what constitutes sick leave. Until recently there had been no language that addressed work-related injury-illness occurring during the course of performing volunteer work. At the last statewide negotiations, a side letter agreement was reached that required the State to seek a legal opinion regarding the applicability of the institutions' allowing the sick leave-injury provisions of the Agreement to apply to their employees who performed volunteer work. This resulted in a *Sick Leave Injury Eligibility Form (SLI)* developed by mutual agreement of the parties and is applicable statewide. You are already covered for your normal job duties. The criteria to be eligible for Sick Leave Injury for volunteer work are:

In order to be eligible for volunteer work described herein, an employee must be covered by the FT/PT Collective Bargaining Agreement between the Council of New Jersey State College Locals, AFT, AFL-CIO, and the State of New Jersey. In addition, an employee must meet one of the eligibility criteria set forth below:

A College/University sponsors an event for which an official of the College/University solicits voluntary employee participation.

An employee identifies an event and an official of the College/University approves an employee's participation as the designated College/University representative.

Also note that an employee who substitutes for an employee already approved for the volunteer function will be covered provided that no other changes have been made with respect to the original request for approval.

By using the *Sick Leave Injury Eligibility Form*, an employee who performs volunteer work approved in advance by the college/university, or who or is asked to volunteer to substi-

tute for another employee already approved for the volunteer function will now be covered (providing that no other changes were made with respect to the original request for approval).

Some questions that arose and the respective responses are:

If the terms of my employment include weekend visits to schools, events, and other sites, should I complete an SLI form?

No, you do not have to complete the form if weekend work is required for your position. Furthermore, any work off campus that is required for your position is covered employment.

If I substitute for a colleague who is scheduled to conduct weekend work or off campus work, should I complete the SLI form?

Yes, you should complete the form if you are serving in a volunteer capacity.

If my supervisor asks me to substitute for another employee who is scheduled to attend a work-related event, should I complete the SLI form?

Yes, you should complete the form, as you have not been required to attend the event. You have volunteered as a result of a request made by your supervisor.

If I volunteer to coach/mentor a student organization such as a chess club and they compete off campus will I be covered?

Only if you submit the SLI form and get prior approval.

If I travel to another city to present a paper or attend a seminar, am I covered?

You have identified an event you would like to attend and want to be covered for Sick Leave Injury. An official of the College/University must approve your participation approval for this coverage by your filling out and submitting the SLI Eligibility form.

There are a myriad of other questions that can arise related to volunteering and your workplace. **The essential point is that when in doubt, complete the form.** The forms should be available from your campus HR office. Additionally, the Council has posted the form on its web site at www.cnjscl.org. — • —

Representatives Elected

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feels a great need to contribute to the career development of librarians in the State's public colleges and universities. Her personal experience at Rowan fuels this passion. She stated that as a Librarian III, she had little opportunity for promotion or career advancement. She made the decision to take on additional job responsibilities, which made it necessary for her to work at night. Feeling isolated, Faye turned to the Union in order to stay connected to

the Rowan community. From there, she became a Council delegate and the rest is history.

Faye will now serve as the Chair of the Council's Librarian Committee, a role she looks forward to with great anticipation. Her passions stem from her deep-seated respect and admiration for librarians — something she has felt her entire life. Now, she says she is concerned about the ways in which technology is changing the traditional role of librarians in our institutions. She noted that, "students and scholars are getting on board the high-tech information train, but they still need a

conductor." Faye is committed to being a staunch advocate for librarians and intends to build on the accomplishments of her predecessors by ensuring that librarians get the respect they deserve.

Council President Nick Yovnello thanks outgoing Council Representatives Sarah Harnick (Professional Staff-NJCU) and Maureen Gorman (Assistant Director Librarian-TCNJ) for their contributions to the Council and offers his congratulations to Iris and Faye, wishing them much success in their new roles. — • —

State Implements Stringent Ethics Code

In March 2005, the State's Special Counsel for Ethics Reform submitted its report to Acting Governor Codey that contained sweeping recommendations for shoring up New Jersey's *Institutional Code of Ethics*. In June, Acting Governor Codey signed Executive Order #41 that required the State to adopt Counsel's reform recommendations. For the most part, the Colleges/Universities have adopted the generic language of the *Plain Language to New Jersey's Executive Branch Ethics Standards* that explain the current NJ Conflict of Interest Law (*N.J.S.A. 52:13D-12 et seq.*).

The Council has received calls from campus Locals about their concerns over some of the provisions contained in the *Plain Language Guide*. Common concerns are about signing an acknowledgement form indicating that the employee has read the *Guide*, understands it and will uphold its terms, reporting outside employment and volunteer activities, rules regarding published works and the public or unauthorized disclosure of confidential information.

The Council contacted the State Ethics Commission, the "independent watchdog" charged with enforcing the new rules. According to a Commission liaison, **the law requires that all public employees sign the acknowledgement form and report outside employment.**

Additionally, the Commission is now aware that our Full-time Agreement (Article XXXIII) governs copyright ownership and assures that **your copyright ownership and royalties are not affected as covered by the Agreement.**

The *Plain Language Guide* is not an exact fit for higher education employees, but the Commission, according to its spokesperson, will be working on modifications to the existing rules as needed. As such, the Commission will investigate the Council's concerns about protecting employees' confidential information from unauthorized disclosure. **The Commission also informed the Council that the *Plain Language Guide* requirements ARE NOT APPLICABLE TO ADJUNCT FACULTY members and has notified each of the campus ethics officers.**

As a footnote to this piece, the Council intends to monitor the impact of the Acting Governor's Executive Order #65 that sets forth tougher regulations (far more stringent than conflict of interest rules of the colleges and universities) for Boards of Trustees and presidents of New Jersey's public colleges and universities.

For more information about the law and its impact visit <http://www.state.nj.us/lps/ethics>

Union Representation on Boards of Trustees (A-2795 & S-2579) and Non Imposition Bill (A-693 & S-1838) HELP PASS both in the Lame Duck Legislative Session!

Contact Members of the NJ State Senate and Assembly to vote for A-2795 & S-2579 - Union members on Boards of Trustees and A-693 & S-1838 - non imposition of contracts

It's easy to do with Capwiz and your elected officials in the Assembly and Senate are contacted in one easy step!

Visit www.cnjscl.org and click:

"HELP GET Union Representation on Boards of Trustees (A-2795 & S-2579) and Pass Non Imposition Bill (A-693 & S-1838) in the Lame Duck Legislative Session!"

Please note that there are two Take Action buttons - one for each bill. Please use both "Take Action" buttons when on the site.

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**Council Officers and Staff
Wish You and Your Families
Season's Greetings
and
A VERY HAPPY NEW YEAR!!!**