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FROM THE DESK OF AFT VP OF PROFESSIONAL STAFF AND LIBRARIANS

AFT question and concern asked of Naomi...

Question: Will Faculty and Professional Staff be required to start paying for parking in lots 6 and 7?

Answer: Please be advised that after speaking with the parking office on campus, there will NOT be paid parking in Lots 6 and 7 at this time. However, like anything else, NJCU can opt to change the current parking lot policy at any time. If and when that might occur, I am sure we will receive advance notification.

Right now as staff, we are entitled to FREE parking spaces as long as we enter and exit on West Side Avenue - South Road West Campus Village and the Lot 7 exit facing the Home Depot.

For other questions with regards to parking, feel free to reach out to Ms. Martha Owens, Parking Manager by email at mowens2@njcu.edu, stopping in GSU 109, or calling her directly at x2290.

Question: I already received a Professional Staff promotion in the past. Can I apply again?

Answer: This is a fair question. The answer is yes. I would most definitely encourage you to reapply for another promotion. There are those who have submitted portfolios more than once and subsequently received another promotion. Please keep in mind though; your portfolio should have "new" materials and additional information that was not included in your first portfolio. It's a good idea that you resubmit your first portfolio along with your new one so that new committee members can see all of your accomplishments. Make sure the Peer Review Committee Members can clearly see your added information. One suggestion is to separate into your materials in difference folders, or 3-ring binders.

All the Best,
Naomi Wright

PEER REVIEW PROMOTIONS PORTFOLIO SUGGESTIONS

Part 1.

The ideas below came from a recent seminar informing our members how they can prepare their portfolios for upcoming Performance-Based Peer Review Promotions. More ideas for making your portfolios stand out will be coming in the Winter-Spring edition in mid-January.

- "Be as super creative as possible."
- If you've done anything outside of your normal duties, add it into the portfolio.
- Include recommendation letters and thank you notes, especially if they come from off-campus sources.
- Be persistent. Keep trying. Sometimes it may take two or three tries before you succeed.

- Be concise. Mix in a combination of narratives and bullet points.
- Organization is the key to being successful. Make sure you cover each of the four criteria and show how what you've written addresses them.
- Don't hesitate to "Toot Your Own Horn." The members of the committee don't know you, so be sure to tell them everything you do.

COPING

Sachie Tsumura-Tmart

CHANGE is inevitable, and throughout life we encounter changes or transitions. We all know it takes some time and effort for us to cope with any change. Positive changes are easier to cope with, but what about negative ones?

Upon arrival of the new president, we've faced so many changes and we tried to embrace them. However, the new administration keeps pushing us and forcing us to accept their version of change as the only reality. Consequently, some of us took early retirement, or left NJCU for better opportunities. Before you read any further, keep in mind our union is with us and you are not alone. When you have any problem, reach out to the union.

Some professional staff members are facing hard changes because they've told they will not be recommended for reappointment for no apparent reason or rationale. If you are one of them, don't give up and don't blame yourself. Continue working hard, fight for your rights, be strong, and seek advice from others immediately. Believe in yourself. You are valuable to the NJCU community. If you know someone in this position, you can provide emotional support for them and show them that you appreciate them.

Know the grievance procedure because you never know when you might need it. According to "Know Your Grievance Procedure" from Council of New Jersey State College Locals, you should immediately contact your Vice President of Professional Staff, Naomi Wright; Grievance Chairperson, David Chiabi; or President, Bill Calathes; or call Sam at the Local office, extension 2216.

Even if you are not currently feeling the pressure, change for the better by strengthening your skills and accumulating professional development hours. Complete projects to benefit you, and share your findings with others. Enhance your problem solving skill and be creative. Above all else, apply for promotion as soon as you are eligible. You are your own best advocate.

Continue working hard, fight for your rights, be strong, and seek advice from others immediately.

1839 EXEC BOARD BACKS COUNCIL ON HISPANIC AFFAIRS PROTEST

Dean Brianik

The Executive Board of AFT Local 1839 has voted to support a letter sent to the Campus Community protesting the Administration's recent firing of long-term NJCU employee Hugo Morales. The letter was written by the Council on Hispanic Affairs (CHA) and said the Administration terminated Mr. Morales "without regard for his outstanding performance in fulfilling his job nor with any acknowledgement or consideration for the leadership he has played in representing our University within the Hispanic community, locally, statewide, nationally, and internationally."

In addition, the CHA letter states there is evidence that senior administration has been on a campaign to "remove Hispanic administrators from leadership roles..." at New Jersey City University. This, says the Council, is particularly ironic because the University is designated as a Hispanic Serving Institution,..." President Sue Henderson is also on the Governing Board of the Hispanic Association of Colleges and Universities (HACU).

The letter called Mr. Morales's firing "the ultimate insult to all NJCU staff" no matter where they work or what they do. The administration's action also "has essentially put all employees on notice" are at risk of termination no longer how well or how long they have served NJCU.

The letter called Mr. Morales's firing "the ultimate insult to all NJCU staff" no matter where they work or what they do.

WORTH THE READ

“WHY PERFORMANCE-BASED COLLEGE FUNDING DOESN’T WORK”

The Council urged the administration to rescind the firing and to review its supervisory practices which have created an unhealthy working environment that have resulted in many veteran NJCU employees to take early retirement or resign.

Local 1839’s support to CHA came at the same time President William Calathes spoke to the Board of Trustees, telling the Board that “...the level of dissatisfaction, feeling of marginalization, and anger among faculty and professional staff at NJCU is at the highest level that I have ever seen-higher even than last year, when I had the opportunity to speak to you...”

The cause for this anger, Dr. Calathes said, “...continues to be the often brutally implemented top-down management style of this current administration...” and “the utter disdain that the current administration has for the Union...”

He went on to state his opinion “that the administration is no longer fully committed to NJCU’s urban mission, and that is no longer fully committed to its mission as a Hispanic-serving institution of higher education....[S]peaking as the Union President and a 30-year veteran of our beloved NJCU, the impact of this atmosphere extends beyond faculty morale and affects our students, too, and has serious and direct effects on student recruitment, student retention, and student graduation rates.”

In closing, Dr. Calathes said, “...I respectfully request that these problems be immediately and forcefully addressed and remedied by the Board...” and he asked that the full statement of what he said at the Board of Trustees meeting be entered into its official minutes, “...or be aware that a censoring of my comments will continue to contribute to the growing lack of confidence that over 1,000 union members have in the current top leadership of our beloved NJCU.”

The idea sounds so simple, doesn’t it? If you want to give taxpayers the best bang for the buck:

(A): Set performance goals for public sector workers (including higher education), and

(B) Tie future funding to meeting or exceeding these specific goals and objectives, then

(V) you’ll have better public sector services, like getting more and more students to earn a Bachelor’s Degree within a certain time frame.

But according to The Century Fund while “Pay for Performance” makes sense in theory, it doesn’t pan out in real life. In addition, the Foundation says when this model is used at a time when state support of higher education declines, more of the burden goes onto student backs in the form of higher tuition. Without corresponding increases in financial aid, more students end up dropping out.

“...To date, there are twelve quantitative evaluations of state performance based funding... There is remarkable consistency in the findings, all of which were conducted using different research techniques, spanning different periods of time, and examining various policy outcomes....Across this body of research, the weight of evidence suggests states using performance based funding do not outperform other states-results are more often than not statistically significant...”

The Foundation further states, “in 2015, states actually saw **fewer** students graduate from college than in previous years despite the fact that most states provide incentives for colleges to improve performance...”

According to the Foundation, 3 faulty assumptions are at the heart of the Pay for Performance” theory. They are:

A. Incentives encourage low-performing institutions to improve.

B. There is a clear pathway for achieving results, and

C. Efforts will be sustained over time.

The Foundation says instead of using performance based funding which the rich to get richer, states should adopt a “need-based” formula. This would target resources to colleges serving the most underrepresented student populations. Helping students with the greatest needs would go a lot further toward increasing college completion rates. In short, [b]y prioritizing equity, rather than embedding it within a funding formula, states will be in a better position to improve educational outcomes.”

The Century Foundation. “Why Performance-Based College Funding Doesn’t Work.” College Completion Series: Part Four , May 25, 2016

Wishing you all Season’s Greetings, Happy Holidays,
and may this New Year find you healthy, wealthy, and wise.