

Rutgers AAUP

*Emeriti*

# Reporter

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## THE CHAIRPERSON'S CORNER

Richard Quaintance

Chair & Professor Emeritus, English

## ORGANIZING PART-TIME FACULTY

As the new chairperson of this remarkable group, I'm grateful for the honor and opportunity to explore together new and tried pathways for our collective energies. Through discussions at our (*nearly!*) monthly meetings, we seem to keep checking out provocative fresh handles for our intellectual curiosity to play with. Whether it's Ron Hyman's insights on NJ legal handling of secondary-school sexual harassment, Hans Fisher's tips on nutritional easing of aging, or Gerry Pomper's periodic updates on US political issues, we seem to thrive on professionally informed, yet interdisciplinary, *apéritifs* on subjects we find we care about.

Catching up on *Emeriti Reporters* which were not forwarded to me during that recent year in Florence, I feel especially blessed with the leadership team I inherit here from Shanti Tangri after his many generous years as Chair. Vice-Chair Don Borchardt and Editor of this connector, its skillful interviewer Isabel Wolock, Ben Beede as our Secretary, and Denise Borusewicz who keeps all our office details in vital order---and our life-links to RFA through its leader Todd Hunt, and to past and current faculty through Rutgers AAUP-AFT---these lovely folks render "work" the wrong word for this job.

Shanti, enjoy your time with your family in California, and we look forward to your rejoining us later this spring.

**EDITOR:  
DONALD BORCHARDT**



On Wednesday, September 23, 2009, the Emeriti Assembly met in the AAUP-AFT Conference Room at 11 Stone Street in New Brunswick to hear Karen G. Thompson speak about "The History of Part-Time Faculty Organizing at Rutgers and Contingent Faculty Nationwide." She began by inviting all present to join in an informal conversation about the topic rather than listen to a formal lecture about it. The following represents a brief overview of some of the points made in the informal session.

Karen explained that she has been a part-time faculty member at Rutgers for a number of years. She is the Past-President of the organization of Part-Time Lecturers (PTLFC) and has continued as the AAUP-AFT Staff Representative for Part-Time Faculty. Her concern began when after teaching two or three courses a semester for six years she found herself not reappointed one year without a letter of explanation, and after inquiring, there didn't seem to be much of a reason. The following fall she was again assigned a part-time position. When a colleague referred her to the AAUP, she became interested in the controversy especially since AAUP did not represent part-timers. She began working to organize, and the AAUP encouraged her.

The relationship of part-time and full-time faculty relates to the economic and administrative structure of the University. There are questions about the rising numbers of part-timers and the threat to the full time positions. Cuts in pay, non-reappointments, and lack of communication become problems to resolve.

Karen, with the help of AAUP, worked to get people informed, and organized a committee. She was reappointed in the English department. It took two years to finally hold elections to form a union group. The organization was certified in 1988. Part-timers wanted to be represented by the union, but the Administration would not accept them as AAUP members. It took

another grueling year of negotiations to come up with a contract and rights for due process and guaranteed grievance procedures. The organization of Rutgers part-timers related to similar organizations nationally but the variety of viewpoints in different kinds of educational institutions makes it difficult to use the power of numbers. Karen learned that one of the most important lessons was that part-timers cannot make gains by themselves. They need the support of full-time faculty, student organizations, and staff unions.

More detail concerning the struggle to organize for the right to negotiate can be found in an article entitled "Will Teach for Food" written by Karen Thompson and published by the University of Minnesota Press, Minneapolis and London, 1997.

**AN INTERVIEW WITH ELFRIEDE SCHLESINGER,  
Member AAUP-AFT Emeriti Assembly  
By Isabel Wolock, AAUP-AFT Emeriti Assembly**



***Tell me about your position at Rutgers before you retired.***

I was at Rutgers School of Social Work from 1966 to 1999, long enough to have performed all types of academic roles at a large University --- teaching, research, administration and writing. I started as a teaching assistant at the School of Social Work when I was a doctoral student in sociology, teaching research. Once I got a regular appointment to the faculty I continued to teach research and then also picked up other courses in various areas of my interest, including courses on social work and ethnicity, on health care, on disability, and urban sociology. I also taught doctoral courses in social work theory.

Over time I served as a department chair, an Associate Dean, an Acting Dean -- all at the School of Social Work at Rutgers.

***What were your major accomplishments and sources of satisfaction during the years you were at Rutgers?***

In one of the teaching areas I mentioned, I was responsible for introducing a new course in a new area of specialization -- health care. In the work on ethnicity I introduced a new course which ultimately became school-wide required. In both areas I subsequently did a considerable amount of writing, much of it with colleagues, including our own Isabel Wolock.

***Please tell me about any other writing or research or community services that you have done.***

At the time I introduced a course on ethnicity and social work practice this whole area of work was sparking a great deal of interest. In the course I collaborated with an African American colleague. That collaboration led to a book, the first of its kind in social work, which eventually went on to five editions and is still used all over the world. My colleague and I continued to collaborate on a wide range of related topics.

I also wrote a health care practice book which was well received and used in other parts of the world.

I was involved in some community work at various levels. I introduced a health care task force in the New Jersey chapter of the National Association of Social Workers and served on the Board of Governors of the American Public Health Association.

I also chaired a study of human rights in my local community -- Highland Park, New Jersey.

I have lectured in Israel and England.

***Did you receive any honors?***

In 1997 I was named the Social Worker of the year, by the New Jersey Chapter of the National Association of Social Workers.

***What did you do before coming to Rutgers?***

I had an MSW (Master of Social Work). For many years after obtaining this degree I worked as a social worker in a hospital in Brooklyn, New York. I also worked part time for the AHRC (Association for the Help of Retarded Children) running groups with young adults with mental retardation. My assignment at the hospital was to an outpatient service that focused on services to children with mental retardation and other mental health difficulties.

The clinic was developed at the time when interest in deinstitutionalization of people with retardation was rapidly developing. It was an exciting time to be working with colleagues who were introducing new ways of thinking and working with a population what had before been largely relegated to large institutions.

At the clinic there was considerable interest in research and scholarship. That is where I had my first opportunity to write for publication and developed an interest in going on for doctoral work

***Going back to earlier times, had you always planned on having an academic career?***

No, I don't think so. I knew back in high school that I wanted to be a social worker mainly because I learned about the profession from a family friend who described her work which I found fascinating. I was a sociology major in college, and thought I would either go on to social work school, or take graduate work in sociology. I ended up doing both. Much of my teaching has been focused on teaching sociological and social work theory. I have also drawn on both areas in my writing.

By moving gradually from social work practice to a doctorate in sociology and a teaching appointment at the Rutgers School of Social Work, I ended up doing both types of work.

***What kinds of experiences or situations led to your decision to pursue an academic career?***

As I already said, one important experience was meeting someone who described her work in ways that intrigued me. She had a job in what is called a child welfare agency, where she arranged for foster care for children whose home lives were sad. Their parents were mentally ill, or neglectful, sometimes violent and in other ways dysfunctional and destructive. How our family friend went about trying to help these children and their families live better lives seemed like a huge challenge to me.

Aside from learning about social work from someone who was enthralled with her work, I think my interest arose out of my own life experience.

I was born in Austria, and my family and I had to leave Austria after the invasion by the Nazis. I was just ten, when my mother and I went to England. This was after having my father taken away from us and sent to two of the famous Nazi concentration camps before, happily, they discharged him and let him -- indeed forced him -- to leave the country. He was able to join us in England.

My older sister, a child of my mother's first marriage had left Vienna almost as soon as the Nazis came because her biological father was in New York. I mention this because very early on I learned about the immigration laws by which the United States labeled people and determined whether people could come in and when.

My sister could leave Austria right away and go to the United States, because children could join their parents. My mother and I could not go to the United States to join

my sister, because my mother was born in Rumania, an Eastern European country. People from Rumania were low down on the list, unlike those from Western Europe. Fortunately for us at that time, my father was born in Austria whose citizens were considered more desirable immigrants. Consequently, less than a year after my father was released from the camps, my mother, father and I could join my sister in the United States.

In the meantime my sister had spent close to two years with her biological father whom she had not known which was not the happiest experience. Clearly keeping families intact was much less important than sorting people out by their desirable, or less desirable place of birth.

When I started college, I immediately became interested in the social sciences, and especially in the studies of ethnicity and race, and the injustice that was often done as a result of bias.

As a refugee family we were treated to the kind-heartedness, but also encountered the somewhat demeaning attitudes of the people who helped us. Whether justified or not, I still recall some of the discomfort I felt as people did, or offered to do, this or that for us. My parents quickly got on their feet and did not need too much aid.

As I contemplated social work and sociology, I opted for social work at the first stage of my career. I was happy and successful as a social worker. But I missed a more intense academic experience which was highlighted for me when I was working in the clinic for children with retardation.

A number of personal factors converged with what was available to me when I was getting the urge to go back to school. We left New York and came to the New Brunswick area. I had young children, and here was Rutgers University which had a school of social work, but one still without a doctoral program. Sociology had always been close to my heart, and so I applied to the Graduate School for the PhD program in sociology.

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\* I have a footnote to my tale. I now have a friend, whose parents' birthplaces were reversed. Her father was born in an Eastern European country, while her mother was born in Vienna. The law differed for men and women. It was the father's place of birth that counted. Therefore, my friend and her mother could leave the country together, but her mother, as a woman, was not considered the head of the family, who could bring her husband in to the United States, along with her daughter. Unfortunately, while they were waiting for the quota system to work out its course, my friend's father died in a concentration camp.

This was at a time when fellowships were quite readily available. And, with the assistance of people like Ludwig Geismar and Werner Boehm, I was offered a teaching assistantship at the School of Social Work without even asking.

And there I was, with an ideal combination -- one foot in sociology and one in social work. When I finished my PhD I was offered a faculty position at the School of Social Work without any of the Sturm and Drang that often goes with applying for a faculty position. I felt truly blessed, and I still do, with thanks mostly to Ludwig Geismar.

***If you were to do it all over again, would you pursue the same career or would you choose another one?***

If I had the talent, I might have chosen to be a dancer, or an artist, or a doctor. Given that I never came close to that I think I have been quite lucky and satisfied with how things turned out.

***Is there any one event or experience or person that had the greatest influence on your life?***

I have already talked about the social worker who was a good family friend, and my sense that childhood experiences with the Nazis and the holocaust set me on a path of social work and sociology.

Perhaps one more experience might be mentioned. My family -- parents, my sister, and others -- were quite devoted left-wingers. We were atheists, who believed that people had a responsibility to be sure that equality and poverty and oppression were wiped out. I recall that from very early childhood on.

I was not inclined to be a political organizer. But the direction I laid out for myself seemed to offer an opportunity to try to work for a better world, or to help people lead better lives.

***What did you do after you retired?***

Wrote, taught, tried to relax, and travel a bit more than before.

I've continued to work with my same writing partners as while I was still at Rutgers. We have had a number of papers published. Isabel Wolock read one of our papers at an international meeting in New Zealand, which was published in an Irish journal. My other writing partner and I opened up a new path for ourselves -- and that is to write about inter-ethnic relationships.

When we started to think about writing about Black/Jewish relations we realized that very little had been written about this subject by social workers. The same was true for other groups. We had one paper

published in this area but have not pursued it further. I am embarking on a new area. I have long been fascinated by philosophy and occasionally wondered if I should have become a philosopher. Following that interest, I am trying to develop a proposal for a possible conference presentation, to explore constructivism and its role in social work. The focus will be on constructivism and cultural competence. I am very skeptical about constructivism and doubtful whether I can get something together by the deadline. Wish me luck.

***How did it happen that you got involved in these activities?***

I am still interested in all of this stuff, and really have not found other things to keep me busy. Other friends of mine have turned to art, or music. And I don't have that talent.

***What do you see as the best thing about retirement?***

Sleep late in the morning and more time generally.

***Are there any drawbacks? Do you have any regrets?***

As I have been retired longer I have also gotten older. Regrets? I can't stop that process.

***Is there any personal information you'd care to share?***

I had hoped to share retirement with my husband. Unfortunately he died over four years ago. I am lucky that I have kids and grandkids nearby. Richard, my long-time lover and companion, died in November 2005. Thankfully, his illness, though lethal, did not last too long. He was able to die how he wanted to die -- at home, family always there, sufficiently medicated to limit his suffering.

***Hobbies and interests:***

I try to knit, and read, and go to the theater as much as I can.

***Children/Grandchildren:***

David, age 50, and Adrienne, 49. I am fortunate in that they are both here.

My grandchildren -- Laura, 20, is at American University; Peter, 18, is at the University of Vermont; and Maya, just about 13, is in middle school.

***What advice, if any, do you have to give to others who are planning to retire?***

Oh dear. To each her, or his, own.

***How did you come to be involved in the AAUP Emeriti Assembly? Is there anything in particular you like about being part of this group?***

My good friend Isabel Wolock persuaded me to come along. At first, I didn't want much to do with all of those old folks. Then I finally admitted that I am one of them. And they are still kicking and interesting.

**JERUSALEM TODAY:  
"The Holy Land" 3 – CUBED!**

Richard Quaintance, Professor Emeritus of the English Department, reviewed his special trip to Jerusalem during the year 2009. The presentation was given on Wednesday, November 18, 2009, in the Conference Room of the AAUP-AFT, New Brunswick. He explained that his visit included trips to ancient historical temples and other sites comprising what is known as "The Holy Land." In telling of his experiences he used historical data, maps, and illustrations that detailed many changes during the course of time that have made this part of the world such a controversial religious and political battlefield. A list of key dates for Jerusalem, Israel, and Palestine, pointed out important controversial political power struggles that gave possession of land, and cultural influence, dominance throughout history. Among the figures and forces in the controversial struggles were: Moses, who led Jewish slaves in exodus from Egypt back to their earlier-occupied Canaan around 1300 B.C., Solomon, Nebucadnezzar, Cyrus the Persian, the Romans, Crusaders, Palestinians, the Turks, Theodor Herzl, Britain, Jews, Muslims, Arabs, and Christian Zionists.

The United Nations General Assembly made recommendations for division of territories for a Jewish State, Palestine, and Jerusalem in 1947, provoking armed disputes in 1948. There have been serious conflicts between Israel and Palestine up to the latest killings in Gaza during 2008-2009.

Professor Quaintance interrupted his narrative several times to allow questions and comments regarding the material. Those attending voiced a variety of viewpoints and the questions asked generated animated discussion. Since controversies continue in that part of the world, all were interested in possible peaceful solutions. Professor Quaintance provided everyone with a list of additional resources, books, and websites on the Palestinian-Israeli conflict.

**SOCIOLINGUISTICS**

Dr. Sumit Guha, Professor II of the Rutgers History Department, gave a presentation for the Rutgers AAUP Emeriti Assembly and guests on December 15, 2009.

Professor Guha discussed the relationship between language differences and social and political processes.

During the 19th and 20th centuries languages and national boundaries became strongly tied. Multilingual societies largely disappeared from Europe. India remained and remains a multilingual society. Unilateralism in language policy has been largely abandoned. There are eleven major languages in India with at least thirty-five to forty million speakers. About five hundred million people speak Hindi. There are various smaller language groups.

Languages tend to fragment into dialects. Professor Guha described India as a cul-de-sac, into which new languages have come. Inner Asia is an important source of new languages. Sociolinguistics is actively studied in India. Languages involve "gate keeping processes," that is, they are important component of cultural boundaries.

There is a long history of literacy in South Asia. Sanskrit was a sacred, literary, courtly and then an administrative language rather than a popular language. Nevertheless, other languages borrowed from Sanskrit, a development which somewhat masked the evolution of those languages. Sanskrit spread into Southeast Asia, but India did not extend its political control into that area. There was also Sanskrit influence in Tibet.

Great changes came with the arrival of Turkic peoples from Central Asia. They adopted a form of Persian about the 10th century C.E. that was written in Arabic script. The Mongol conquests forced refugees from Iranian lands into India, which influenced developments in Islamic areas. To facilitate effective government, a class of translators came into being. In urban centers there was a Persian-speaking elite. The next level was a spoken lingua franca, Urdu. There was an impact on Sanskrit speakers. Gradually, Sanskrit lost its religious and governmental status, somewhat as Latin declined in Europe.

Portuguese assumed importance as a trading language. Official vernacular languages developed by the 16th century C.E. Urdu continued growing as a lingua franca, and it had major significance by the end of the 19th century.

After Professor Guha's stimulating address, there was a vigorous discussion of sociolinguistic issues generally.

## ISRAEL / PALESTINE: Preconceptions, Mediacoverage, Facts – MENDING?

On Tuesday, January 26, 2010 Professor Richard Quaintance led our discussion of a second look at continuing problems there. His special guest was Julia Hurley, a Seton Hall University graduate who had recently returned from an extended visit to Gaza. Professor Quaintance asked those attending to express their views about the troubling situation in the Mideast, and a variety of perspectives were shared. Then a number of sources were quoted in an effort to clarify misleading references from the media. Julia Hurley projected pictures she had personally taken on her visit to Gaza including bombed-out schools, a power plant, and homes. She was particularly interested in the children who were deprived of their families but showed how happy they were to see her there.

Rather than blameful faultfinding, the emphasis of the joint presentation was on potential remedies to the political and cultural conflicts there. Professor Quaintance suggested five areas that needed focus of attention. A solution must be found to deal with the problem of some four million Palestinian refugees accumulating over the past sixty years in camps within Israel, Jordan, Lebanon and Syria. Help was needed for people who had no place to call home. Second, respect for sacred grounds like the Temple Mount and the famous Wailing Wall in Jerusalem's heart signals the need for some public assertion of the international status of larger reaches of that city. Third, such expressions of colonialist attitudes as the West-Bank settlements and borderline military checkpoints need amending. Fourth, sources of water need to be fairly shared by those living in Gaza, Palestine, and Israel. Finally, methods must be found to tolerate differences and work toward harmony regarding self-government in the area. Professor Quaintance's second look at the problems suggested ways of improving the troubling situation.

## MEMBERSHIP DUES

If you haven't already paid your 2009-10 membership dues, please send a check for \$10.00 made payable to Rutgers AAUP Emeriti Assembly to Rutgers AAUP-AFT, 11 Stone Street, New Brunswick, NJ 08901-1113. This is the membership fee for September 2009 through August 2010. Thank you for your prompt attention so that the Emeriti Assembly can continue its activities. Renewing members need only send a check; you do not need to complete the application. We do, however, request that you advise us of any changes in address, phone, or e-mail information. If you are not sure if you're up to date

with your dues payment, you can call Denise at the AAUP-AFT office at 732-964-1000, ext. 15, to confirm.

**Below is a list of organizations and their contact information including web sites you may find useful:**

**Rutgers Council of AAUP Chapters, AAUP-AFT**  
11 Stone Street  
New Brunswick, NJ 08901-1113  
Phone: 732-964-1000  
Fax: 732-964-1032  
E-mail: [aaup@rutgersaaup.org](mailto:aaup@rutgersaaup.org)  
[www.rutgersaaup.org](http://www.rutgersaaup.org)

**Sign up with Rutgers AAUP-AFT's Action Center:**  
<http://www.unionvoice.org/rutgersaaupaft/home.html>

**American Association of University Professors**  
1133 Nineteenth Street, NW, Suite 200  
Washington, DC 20036  
Phone: 202-737-5900  
Fax: 202-737-5526  
E-mail: [aaup@aaup.org](mailto:aaup@aaup.org)  
[www.aaup.org](http://www.aaup.org)

**American Federation of Teachers, AFL-CIO**  
555 New Jersey Avenue, NW  
Washington, DC 20001  
Phone: 202-879-4400  
[www.aft.org](http://www.aft.org)

**AFT's Web Page for Retirees:**  
<http://www.aft.org/yourwork/retirees/>

**Rutgers University's Web Page on Retiree Services:**  
<http://uhr.rutgers.edu/ben/RetireeServices.htm>

**AARP**  
601 E Street NW  
Washington, DC 20049  
Phone: 1-888-OUR-AARP (1-888-687-2277)  
[www.aarp.org](http://www.aarp.org)

**AARP NJ**  
Forrestal Village  
101 Rockingham Row  
Princeton, NJ 08540  
Phone: 1-866-542-8165 (toll-free)  
Fax: 609-987-4634  
E-mail: [njaarp@aarp.org](mailto:njaarp@aarp.org)  
Web site: <http://www.aarp.org/states/nj/>

**NJ Department of Treasury  
Division of Pension & Benefits**  
Links for retirees:  
<http://www.state.nj.us/treasury/pensions/retiree-home.htm>

## MISSION AND MEMBERSHIP

The Mission of the Emeriti Assembly is to sustain and enhance the personal, intellectual and University interests of retired faculty. These interests will be met through meetings, special programs, a communications network, and work with other groups concerned with retiree issues. All retired faculty individuals, who are members of AAUP-AFT, are eligible for full membership. Non-voting, Associate Membership is available to retired faculty who are not AAUP-AFT members.

Membership extends from September through August. If you are not a paid member you may fill in the application form below. Your membership enables us to continue to publish the newsletter and make plans for the activities during the year. Membership in the Emeriti Assembly also entitles you to an associate membership in the Rutgers AAUP-AFT Chapters. Some Emeriti also continue AAUP National dues and membership.

Name _____ Telephone (    ) _____
Street Address _____
City _____ State _____
Zip Code _____ E-mail Address _____
<input type="checkbox"/> Enclosed is my check for \$10.00 payable to Rutgers AAUP Emeriti Assembly.
<input type="checkbox"/> NEW member 2009-10 <input type="checkbox"/> RENEWING membership 2009-10
Return to Rutgers AAUP-AFT, 11 Stone Street, New Brunswick, NJ 08901-1113