



CENTRAL INTELLIGENCE

The Newsletter of the Central Connecticut State University American Association of University Professors

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SEBAC & State Budget Update

SEBAC

As it was announced on April 7, the State Employees Bargaining Agent Coalition (SEBAC) and Governor Rell worked out the framework for an agreement intended to help reduce costs and protect public services in the current fiscal year and the upcoming biennium.

When finalized, the agreement will provide for labor cost savings of over \$637 million in the upcoming biennium, in addition to savings in the current fiscal year. The framework also provides job security for permanent employees during the upcoming biennium, as well as the flexibility needed to make organizational changes. Details of the agreement are still being discussed, including translating its job security provisions to the particular circumstances of the Judicial Branch and higher education institutions.

SEBAC is scheduled to meet on Wednesday, April 15 to vote on the final agreement. It only takes two of the unions to vote it down. If approved, SEBAC leadership will release the details of the agreement. The CSU-AAUP Council will meet on Thursday, April 16 to vote on whether it should be recommended to the membership or not. The Concession Agreement will then be sent to the membership for ratification. Therefore, members should expect to receive information about the agreement on Monday, April 20.

State Budget

The Appropriations Committee released its version of the state budget on Thursday, April 2. The Committee recommended maintaining funding for CSUS, UConn, and the Community Colleges at the FY 2009 funding levels, referred to as “flat funding”. Budgets typically need to increase by at least 4% each year to maintain current services. However, considering the dire economic situation the state is facing, this is relatively good news.

The budget is far from final. The Governor and the General Assembly need to reach agreement and the two sides are very far apart. We will keep you updated as we learn more details of their negotiations and how it impacts CSUS.

UPCOMING EVENTS

CCSU-AAUP
“Family Fun Day at
the Rock Cats”:
Sunday, 5/3, 12:05pm

CCSU-AAUP
Executive Committee:
5/13, Noon, Mountain
Laurel Room

CCSU-AAUP Part-
time Advisory
Committee: 5/6,
Noon, Mountain
Laurel Room

Faculty Senate: 4/27,
Vance 105, 3:00 pm

CCSU-AAUP Chapter Meeting: Q&A on the SEBAC Framework Agreement

CSU-AAUP President David Walsh will answer all questions regarding the SEBAC framework agreement at the Chapter Meeting on Wednesday, April 22 from 11:00am to 12:30pm in the Connecticut Room. Details of the agreement will be posted on the AAUP website (www.ccsu.edu/aaup/csu) once SEBAC has approved the agreement and the CSU-AAUP Council has voted on whether to recommend the agreement to the membership.

All CSU-AAUP bargaining unit members will be eligible to vote on the agreement. Please make every effort to attend the chapter meeting so that you can cast an informed vote.

Grievance and Contract Administration Q&A

By Caryl Schiff-Greatorex

Q. *What is an Endowed Chair?*

A. Endowed chair positions are established by the CSU Board of Trustees. Their purpose, according to Article 4.15, is to “enhance the reputation and prestige of the department for which it is established and the university as a whole, as well as significantly contribute to the academic quality of the university.” Members who are hired into an endowed chair position have the possibility of receiving up to 1.15 times the maximum salary for their rank. The Article governing endowed chair positions also provides for an expedited tenure process if the person is hired from outside the university.

Q. *Is CSU Professor a rank?*

A. No. Article 5.6 provides for the honorary title of CSU Professor to be bestowed upon a full-time member who has demonstrated professional excellence and has been recognized by peers in his/her field.

Q. *Is there a limit to the number of CSU Professors that a campus may have?*

A. Yes, each campus is only entitled to 3 CSU Professorships and there is a system-wide limit of 12.

Q. *Are there any benefits that come with the designation of CSU Professor except for the title?*

A. Yes, full-time members who are selected as a CSU Professor through the advice of a committee elected from the membership and recommended by the President shall receive additional compensation at a rate of 1.10 times their regular salary.

Q. *What is the duration of a CSU Professor designation?*

A. CSU Professors are entitled to retain their title for the duration of their service to the Connecticut State University System.

Q. *How are full-time faculty selected?*

A. Article 5.1 requires that the President, prior to making appointments of instructional faculty, receive the recommendation of the affected

department. This input is almost exclusively provided by a departmental search committee. Typically Departmental Bylaws will address the composition of the Departmental Search Committee.

Q. *Is there a mechanism to be appointment or promoted to a rank without meeting the standards specified in Article 5.3?*

A. Yes, Article 5.3.5 allows a candidate for appointment or promotion to be appointed or promoted to a rank if they do not meet the specified standards if they have credentials and/or experience substantially comparable to the listed standards.

Q. *Can I apply for promotion under comparable standards?*

A. Yes, although it is the exception, not the rule. In order for a recommendation under Article 5.3.5 to go forward it must have the support of the Department Evaluation Committee.

Q. *Is there any other way I can get promoted?*

A. Yes, Article 5.4 allows a full-time member to be considered for promotion after serving at least ten years in their current rank.

Q. *Does this mean that if I have ten years in rank I will automatically be promoted?*

A. No, candidates applying under Article 5.4 must compete under the same criterion as other candidates except for the degree requirements specified in 5.3.1 – 5.3.4.

Q. *What is the “tangible injustice” clause?*

A. Article 5.4.1 allows a President, in rare instances, in order to avoid a tangible injustice to recommend a member to the Board of Trustees for promotion outside of the normal procedures. If this is done the President must provide a written explanation to the affected department.

Connecticut State Conference— AAUP Spring Meeting

The Connecticut State Conference-AAUP Annual Spring Meeting will be held on Thursday, May 7 from 5:30 to 9:00 pm at the Yale Graduate Club (155 Elm Street, New Haven, CT 06511). The topic for the meeting will be “*Managerial Discretion & Professional Autonomy in a Time of Financial Crisis*” and will feature the following panelists: Judith Greiman, J.D., President, Connecticut Conference of Independent Colleges; Elsa M. Nuñez, Ph.D., President, Eastern Connecticut State University; and Gary Rhoades, Ph.D., General Secretary, AAUP (National).

The meeting begins with a social period, followed by dinner and a discussion led by the panel of distinguished leaders in Higher Education. CCSU-AAUP members interested in attending should contact the AAUP office at x23790.



Senate President Donald Williams (left) addresses CSUS faculty, staff and students at the Lobby Day breakfast (below)



CSU-AAUP Lobby Day

Thank you to the members of the CCSU community who participated in CSU-AAUP/SUOAF-AFSCME Lobby Day on Wednesday, March 18, including faculty, staff, and students.

This year’s turnout was the largest in the several years we have been organizing the event, and the turnout did not go unnoticed at the Capitol. Our lobbyist received very positive feedback from both the Speaker of the House Christopher Donovan, who was very pleased with the turnout, and House Minority Leader Lou Cafero, who was excited by the meeting with his caucus and offered his help on our issues. Also, from the feedback forms collected from our participants, it seems that a strong majority of the participants were able to speak with several legislators and most were very positive interactions. We received the most positive feedback from the WCSU delegates who met as a group with the greater Danbury area legislators. We are considering using that meeting as a template for future Lobby Days.

We also received some positive press from the event! Please see “College Students Rally for Help at the Capitol” at <http://www.wfsb.com/education/18959873/detail.html>. You also may view the video coverage of the event to the right of the text.

In such a difficult legislative session, having a successful and well-attended event helps the officers, staff, and lobbyists advocate on your behalf. We thank you again for participating and hope you will consider participating again next year. Please keep in mind that it does not have to be Lobby Day for you to contact your State Legislators. It is helpful for them to continue to hear from you, on a regular basis, on issues that are important to you.

Employee Appreciation Week Activities 4/20-4/24

A ceremony and reception honoring retirees and long-standing employees will be held on Wednesday, April 22, in Alumni Hall at 1:00 pm. There will also be a presentation of the first Annual Performance Excellence Award for Support Staff at the event.



A campus picnic will be held on Friday, April 24 in the Davidson Courtyard from noon to 2:00 (rain location: Founders Hall).

There are also many workshops and events occurring throughout the week. Please visit the HR website (www.ccsu.edu/HumanResources) and visit "Employee Appreciation Week" for more details and to register for these events.

AAUP Elections

If you are a voting member of CCSU-AAUP, there are currently two elections taking place in which you are eligible to vote. Elections for CSU-AAUP Officers and CCSU-AAUP Officers and Council Representatives began on Wednesday, April 15 and will end on Wednesday, April 29 at noon.

Voting is web-based. You must be a CCSU-AAUP member in order to vote. All non-members were sent a letter and given an opportunity to change their membership status before the close of voter registration on Wednesday, March 13.

A link to the election and candidate statements can be found on the CCSU-AAUP website, www.ccsu.edu/aaup. Please vote! If you have any questions or problems logging in, please contact the AAUP office at (860) 832-3790.

View the 2007-08
CSU-AAUP Annual Report
online at www.ccsu.edu/aaup/csu under
"Documents." If you
would prefer a printed
report, please contact
Ellen Benson at x23793
or bensonell@ccsu.edu

CCSU-AAUP Executive Committee Members for 2008-09

President: Michael Gendron (MIS)
Vice President: Jean LeFebvre (Marketing)
Secretary: Michael Terezakis (Couns. & Wellness)
Treasurer: Aram Ayalon (Teacher Education)
Past President: Cindy White (Communication)
Delegates-at-large:
 Gail Cueto (Teacher Education)
 Jason Jones (English)
CSU-AAUP Council Representatives:
 Candace Barrington (English)
 Anthony Beatman (Accounting)
 Guy Crundwell (Chemistry)
 Tom Frank (Marketing)
 Jane Hikel (English)
 George Murphy (Mathematics)
 Paul Petterson (Political Science)
CSU-AAUP Council Rep. Alt.:
 Jeffrey McGowan (Math)
Grievance and Contract Administration Committee
Chair: Donna Sims (Finance)