



CENTRAL INTELLIGENCE

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Chapter Meeting to Focus on National AAUP

By Michael Gendron, CCSU-AAUP President

The main focus of this semester's Chapter Meeting will be the potential restructuring of National AAUP this June. The meeting will be held on Wednesday, April 30 from 11:30am-1:30pm in the Connecticut Room in Memorial Hall, and a light lunch will be provided. CSU-AAUP President David Walsh will be at the meeting to discuss concerns that the larger AAUP collective bargaining chapters have expressed about the proposed restructuring and how the restructuring may affect our local chapter.

Under the proposed change, the AAUP would be separated into three distinct, but related, organizations: (1) an educational trust (AAUP Foundation) to solicit funds nationally for the promotion of AAUP principles; (2) a professional organization (AAUP) to function as the advocacy organization in defense of academic freedom, tenure, and other AAUP policies; and (3) a collective bargaining agent (AAUP-CBC) to operate as a typical labor union including lobbying and political endorsement activities.

President Walsh's March 10 memo (found on the CSU-AAUP website at www.ccsu.edu/aaup/csu under "Upcoming Events") gives a brief outline of our concerns, including: (1) substantial budget deficits in successive years; (2) tardiness and/or inaccuracies in the reporting of budget data at National meetings, often requiring supplementary audits; (3) large expenditures for legal

fees, consulting, and auditing services; (4) belated notification to local chapter leaders and attendees at National meetings of the status of the proposed restructuring; (5) careless handling of membership data; and (6) unreasonable restrictions on elected representatives to the National AAUP Council, which prevented them from discussing certain issues with their respective constituents.

The AAUP has a long-standing reputation of protecting against threats to the academy and given some of the contemporary threats including

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UPCOMING EVENTS

CCSU-AAUP Executive Committee Meetings:
Noon on 5/14, Mountain Laurel Room

CCSU-AAUP Chapter Meeting/Discussion of National AAUP Restructuring: 11:30-1:30 on 4/30, CT Room

CCSU-AAUP Part-time Faculty Advisory Committee: Noon on 5/7, Mountain Laurel Room

Faculty Senate Meetings: 4/28 & 5/12

Reading Days: 5/8-5/9

Final Exams: 5/12-5/17

Commencement: 5/17

Family Day at the Rock Cats Baseball Game

CCSU-AAUP is hosting an end-of-the-semester **Family Fun Day at the Rock Cats baseball game on Sunday, May 4**. The Rock Cats will be playing the New Hampshire Fischer Cats (an AA affiliate of the Toronto Blue Jays). A ballpark buffet will be provided when gates open at noon with hot dogs, hamburgers, cheeseburgers, potato chips, watermelon, soft drinks, and a cash bar, prior to the start of the game at 1:30pm. Faculty are encouraged to bring their families to the game! Children under the age of 12 will receive a free baseball and all children will have the opportunity to run the bases after the game.

Tickets are only \$11 per person, which includes the price of admission and the ballpark buffet (stadium seating for children under the age of 4 is \$3.50 and the buffet is free). There are a few remaining tickets available. Please contact Michelle Malinowski in the AAUP office at (860) 832-3790 or by email at malinowskim@ccsu.edu if you still wish to purchase tickets.

CCSU-AAUP & CCSU-SUOAF/AFSCME Discuss Collaboration

SUOAF-AFSCME leaders invited CCSU-AAUP President Michael Gendron and Director of Member Services, Caryl Schiff-Greatorex, to their Executive Committee meeting to discuss ways in which the two unions can work collaboratively together. The two unions have agreed to communicate more frequently about issues of concern and work together on matters of joint concern. It was agreed that we would begin by information sharing through newsletters and periodic meetings. A meeting/social for the Executive Committees of both groups is planned for early May.

While the two unions represent different constituencies, at times they have joint concerns. Some areas of mutual concern include the composition, procedures, and functioning of search committees for Managerial positions. Some questions were raised about past and on-going searches for the Vice President for Student Affairs, Vice President for Institutional Advancement, Director of the Center for International Affairs and the Director of Diversity and Affirmative Action. Information will be sought on these searches.

Another area of mutual concern is bullying on the campus. Kathy Hermes (History) has been a very active advocate against bullying in the workplace and was instrumental in supporting a legislative bill on bullying during the past legislative session. The purpose of the bill was to provide a private right of action against bullying in the workplace. While the bill died in committee, the CSU-AAUP Council has voted to support the bill when it is raised in next year's legislative session. SUOAF-AFSCME will also consider support for the bill.

As one example of fear of bullying on campus, in the American Association of University Women Report to President Miller, it was stated that:

staff and faculty discussed the low morale and collegiality that they feel on campus. For instance, many mentioned that the campus

climate is “stressful,” “unhealthy,” and that individuals are “not encouraged to socialize with one another.” They do not feel respected by administrators, and fear bullying and retaliatory behavior if they voice their concerns.

While the unions will consider supporting this legislation, they also plan to join together to bring this issue to President Miller's attention and to discuss how to prevent bullying on Central's campus with him. It is their hope that the strength of both unions working together will help bring more attention and concern to this matter.

CCSU-AAUP and CCSU-SUOAF/AFSCME leaders look forward to working together to make CCSU a better place to work, learn and study.

**CCSU-AAUP Chapter
Meeting & Discussion
of National AAUP
Restructuring**
Wednesday, April 30
11:30am—1:30pm
Connecticut Room
A light lunch will be provided

Contract Administration & Grievance Corner

By Caryl Schiff-Greatorex

Q. What is the criterion for evaluation?

A. The sole criterion specified in the Contract is quality of activity, including keeping current in one's field.

Q. What happens to my evaluation once it leaves the DEC?

A. The DEC is required to transmit their recommendation, along with supporting reasons and all material submitted by you to the Dean.

Q. Am I entitled to receive a copy of my evaluation and recommendation?

A. Yes, you must sign your evaluation and be provided with a copy.

Q. Does signing my evaluation mean that I agree with it?

A. No, signing the evaluation is simply an indication that you have seen it.

Q. What if I don't agree with the evaluation and want to refute something that the DEC as stated in their narrative?

A. Pursuant to both the Contract and the Senate Guidelines, you are entitled to write a rebuttal to your DEC's evaluation within five (5) working days of your receipt of the document. Your rebuttal will be attached to the evaluation and move forward with your evaluation materials.

Q. Am I entitled to receive a copy of the Dean's evaluation?

A. Yes, upon issuance, the Dean is required to provide you with a copy.

Q. Where do the evaluations go after they leave the Dean's office?

A. Recommendations for tenure and/or promotion are transmitted to the University-wide Promotion and Tenure Committee. Recommendations for renewal are transmitted to the Provost.

Q. What is the composition of the University-wide Promotion & Tenure Committee?

A. Eleven members are elected annually by the full-time faculty. Eight members are required to be tenured full professors, including counselors and

librarians of equivalent rank and three shall be tenured Associate Professors, including librarians and counselors of equivalent rank. Further, no more than two members from an academic department are allowed to serve on the committee in any given academic year.

Q. Am I entitled to meet with the P & T Committee?

A. Yes, any member being considered for promotion and/or tenure has the right to an opportunity to appear before the committee prior to its recommendation to the Provost.

EVALUATION CATEGORIES

The following categories are to be weighted in the order listed.

Teaching Faculty

1. Load credit activity
2. Creative activity
3. Productive service to the department and university
4. Professional activity
5. Years in rank.

Coaches:

1. Administration and conduct of the assigned sport
2. Relationship with student athletes
3. Record of student athletes in competitive performance
4. Productive service to the department and university
5. Years in rank.

Non-instructional Athletic Trainers:

1. Management of the health care of student athletes
2. Demonstrated level of care and professionalism with student athletes
3. Record of continued educational growth and service to the profession
4. Productive service to the department and university
5. Years in rank.

Counselors:

1. Professional effectiveness in providing counseling in the area appropriate to the specialty.
2. Professional activity
3. Productive service to the department and university
4. Creative activity
5. Years in rank.

Librarians:

1. Professional effectiveness in providing library services
2. Professional activity
3. Productive service to the department and university
4. Creative activity
5. Years in rank.

CCSU-AAUP Election Results

Three new CSU-AAUP Council Representatives were elected by the CCSU-AAUP Chapter: Guy Crundwell (Chemistry), Tom Frank (Marketing), and Jane Hikel (English). There were a total of 118 ballots cast in the election. Thank you to all the candidates for their willingness to serve. Below please find a chart that outlines the details of the election results:

CCSU-AAUP Council Representative Election Ballot	
Council Representative (Total 294 responses)	
David Cappella	23.13% - (68 votes)
Guy Crundwell	23.47% - (69 votes)
Jane Hikel	26.19% - (77 votes)
Tom Frank	26.53% - (78 votes)
Write-in	0.68% - (2 votes)

CCSU-AAUP Elections Committee:

Carol Shaw Austad (Chair), Michael Ericksen, Edward Iglesias, Heather Prescott

Chapter Meeting

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corporatization and the erosion of tenure, its advocacy is still sorely needed. However, your CSU-AAUP and CCSU-AAUP elected leaders need to assure that your dues money is effectively spent. The proposed tripartite structure will require stringent internal auditing and bureaucratic cooperation, and its recent financial and organizational deficiencies do not provide support for the restructuring.

Your elected leaders need the input from the membership on this matter. More detailed information will be provided at the Chapter Meeting and President Walsh will be able to answer any specific questions you may have. Please plan to attend this important meeting.

CCSU-AAUP Executive Committee Members for 2008-09

President: Michael Gendron (MIS)
Vice President: Guy Crundwell (Chemistry)
Secretary: Michael Terezakis (Counseling & 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)

CT State Conference-AAUP Spring Meeting: *“Effect of the War on Terror on Campus Life”*

Panelists:

Jocelyn Boryczka, Fairfield University
Terrence Dwyer, Western CT State University
Scott Plous, Wesleyan University

May 8, 2008
Yale Graduate Club
155 Elm Street, New Haven
6:00-9:00pm

Free to all CCSU-AAUP members & one guest. Please call the AAUP office at x23790 to sign up