



CENTRAL INTELLIGENCE

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Pick-A-Prof Grade Distributions Update

By Michael Gendron, CCSU-AAUP President

As I alerted the membership in an email dated March 12, it was discovered that CCSU has been releasing grade distribution information by course and professor to www.pickaprof.com. As soon as AAUP found out about this release of data, we immediately started gathering information about this matter. Following is what we have learned to date:

- The data has been sent to www.pickaprof.com for the last three semesters as the result of Freedom of Information Act (FOIA) requests.
 - The data on the www.pickaprof.com website appears to be inaccurate.
 - The Provost's office indicated that they had no knowledge that this data was released.
 - An attorney at CCSU fielded the FOIA request and determined that this data should be released.
 - AAUP is concerned that students in small classes (e.g., independent studies) could have their grades identified, which is a potential violation of the Family Educational Rights and Privacy Act (FERPA).
 - Included in the list of those not informed about either the request or the release of data are faculty, the AAUP, Provost Lovitt, President Miller, and the System Office.
 - CCSU charged Pick-a-Prof \$178.36 to process their FOIA request and the charge was paid in full.
- SCSU also released grade distribution data to Pick-a-Prof.
 - ECSU did not receive a FOIA request from www.pickaprof.com.
 - While UConn is listed on the website, they have not released grade information to the company because they have not had a grade distribution report available and Pick-a-Prof has been unwilling to pay the development costs. They are currently developing one and have been advised by their attorney that they will be compelled to

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UPCOMING EVENTS

CCSU-AAUP Part-time Faculty Advisory Committee: Noon on 4/2, Mountain Laurel Room
CCSU-AAUP Executive Committee Meetings: Noon on 4/9, Mountain Laurel Room
Faculty Senate Meetings: 4/14 & 4/28
Faculty Theatre Night: 4/18, 7:30 production of "The Tempest" in Welte followed by reception in Founders Hall
CCSU-AAUP Chapter Meeting/Discussion of National AAUP Restructuring: 11:30-1:30 on 4/30, CT Room

Faculty Events: The Tempest and The Rock Cats

CCSU-AAUP and the Alumni Association will be co-hosting a Theatre Night for faculty and alumni on Friday, April 18. Faculty and one guest each will receive free admission to Shakespeare's "The Tempest" and enjoy a wine, cheese, and dessert reception after the performance. The production will take place at 7:30pm in Welte Auditorium and the reception will follow in Founders Hall. To reserve your tickets, please contact Centix at (860)832-1989.

CCSU-AAUP is also hosting an end-of-the-semester Family Day at the Rock Cats game on May 4. Bring your family and enjoy a ballpark buffet beginning 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! Tickets are only \$11 per person (stadium seating for children under the age of 4 is \$3.50 and the picnic is free). Checks should be made payable to CCSU-AAUP. Tickets must be purchased by April 18; to order, please contact Michelle Malinowski in the AAUP office at (860) 832-3790. May 4 is also "Pink in the Park Day". If you wish to include a donation for Breast Cancer Awareness, please include a separate check for the donation, also made payable to CCSU-AAUP.

Contract Administration & Grievance Corner

By Caryl Schiff-Greatorex

Q. How do I know if I am eligible to apply for promotion?

- A. Contract Articles 5.3.1 through 5.3.4 specify the eligibility requirements for application for both appointment and promotion to the various ranks. If you are not sure, contact the AAUP Office, Human Resources or your Dean.

Q. What if I apply for promotion and things are not going as well as expected? Am I entitled to withdraw my application for promotion?

- A. Yes, you may withdraw at any point in the promotion evaluation process, however by doing so you waive all claims to consideration for promotion for that year.

Q. Who is eligible to serve on the DEC?

- A. Only tenured members of the department should be serving on the DEC.

Q. What is a hardship DEC?

- A. If your department does not have enough tenured members to serve on the DEC your department may appeal to the Provost for hardship DEC status. If the Provost agrees that this requirement is a hardship for your department it is the responsibility of the Provost and the Senate to determine procedures to resolve the problem.

Q. Can someone applying for promotion serve on the DEC?

- A. In no case shall any member being considered for promotion serve on the DEC during any deliberations on promotion. However, someone being considered for promotion may serve on the DEC during deliberations on renewal and/or tenure for other members.

Q. If I was not appointed at the beginning of the fall or spring semester how do I figure out my evaluation due dates?

- A. If you were not appointed at the beginning of a semester, the Contract provides for you to follow the evaluation schedule of full-time members employed at the beginning of the semester closest to your appointment date. If you are not sure, consult with the AAUP, Human Resources, or your Dean.

Evaluation Process Due Date Reminders
**Renewal Process for 2nd or Later Year Faculty –
Renewal (August appointees)**

- Mar 15 DEC Chairperson informs the candidate in writing of the evaluation process (4.11.5).
Mar 30 Candidate submits relevant materials for consideration to DEC.
Apr. 15 DEC submits evaluations and appropriate recommendations to the Dean.
May 1 Dean submits recommendations.
May 31 Provost takes required action and informs candidate.

Penultimate Year Tenure & Promotion Candidate

- Apr. 15 Provost takes required action and informs candidate.
May 31 BOT awards tenure

Q. Am I entitled to meet with my DEC?

- A. Absolutely. The Contract requires that you be given the opportunity to submit materials to your DEC and to meet with them prior to their making a recommendation on your renewal, promotion, or tenure application.

Q. Can the DEC solicit additional information from me?

- A. Yes, the DEC is required to consider all materials that you supply and may solicit additional materials from you.

Q. Can members of the DEC visit my classroom?

- A. The contract requires peer review and encourages observation of load credit activity. If your DEC does not ask to visit your classroom, you may invite them to do so.

Q. Am I required to provide the results from student opinion surveys to my DEC?

- A. The Contract requires that DEC's obtain and use data from written student surveys. Therefore, you are required to use a student evaluation survey instrument that has been designed or approved by your department. You are free to use additional instruments if you desire.

Q&A on the Budget Process: A Recap

On Thursday, February 19, CCSU-AAUP hosted a Budget Forum with President Miller and Provost Lovitt. A small group of faculty attended to learn about the budget process. This presentation was arranged by CCSU-AAUP President Michael Gendron in an effort to make the process clear for faculty members, after hearing of continued inquiries.

President Miller explained that the budget process has moved from a centralized process to a decentralized process. His perception of the old process was that the individuals who manage budgets (Provost, Dean, Department Chairs, etc.) only managed operating expenses, which account for only 4-5% of the total budget. The rest of the budget was centralized. As personnel and fringe benefits account for a vast majority of the university's expenses, if there was a position left open in a department, the money was retained by the central administration. The money left in reserve would then be allocated to administrative and academic departments based on a requesting process that was not very transparent. Further, there was often a lot of money that was kept in reserves.

In the reformed budget process, money is allocated for specific items, the budget is presented to the Board of Trustees, and the money is spent for the purposes for which it is allocated. Individuals and departments are encouraged to uncover cost savings so their department can use the savings for additional items. For example, if a department has two full professors retiring and decides to hire two assistant professors to fill their positions, they can then request that the cost difference is reallocated. In the old process, the departments had no incentive to keep costs low because they would see no benefit from doing so; their department's cost savings may be applied to an administrative initiative or to another academic department. For the new budgeting process on the academic side, departments submit budget recommendations to the dean, who prioritizes the received requests. The dean then sends the budget to the Provost, who prioritizes the received requests from the deans. Then it goes to the President and finally the Board of Trustees. The Trustees passed a resolution this year requiring reserves to remain below

a certain level. If the reserves go above that level, the money will be taken back.

Do departments have to factor raises or promotions into their department budgets?

Raises and promotions are not paid for centrally anymore, however there will not be an issue funding these increases. The university will meet their obligation to pay for all negotiated increases, and money will be set aside for these purposes every year.

Where does salary funding for sabbaticals come from? If I use an emergency appointment to cover for a member on sabbatical, I will need money to fund it.

Sabbatical salary replacements are currently funded out of general revenues. The CCSU-AAUP President is currently working with the administration to determine if sabbatical replacement funds are available.

How much of our budget does the General Assembly provide?

About 37% of our operating expenses. Tuition and fees provide the rest. The base budget will remain flat for schools, but enrollment fluctuates. If student enrollment increases, then there will be more revenue to allocate.

**CCSU-AAUP Chapter
Meeting & Discussion
of National AAUP
Restructuring
Wednesday, April 30
11:30am—1:30pm
Connecticut Room**

CCSU-AAUP Elections

CCSU-AAUP Elections for three Council Representative seats will be held from Monday, March 31 to Friday, April 11. There are four candidates running for the open positions, including David Cappella (English), Guy Crundwell (Chemistry), Thomas Frank (Marketing), and Jane Hikel (English). Candidate statements will be posted on the election website.

The CCSU-AAUP Nominating/Elections Committee has recommended that the election be administered online. Individuals will log on using their last name as the username and Blue Chip ID number as the password. Please note that this is a change of procedure from the last election where members were asked to use their state employee ID number found on their paystub. Many members felt this number was not easily accessible. To vote, members should log on to <https://eballot3.votenet.com/csu-aaup> to access the ballot. If you have any problems logging in, please contact the CCSU-AAUP office at (860) 832-3790.

The Nominating/Elections Committee consists of Carol Austad, Psychology (Chair); Michael Eriksen, Athletics; Edward Iglesias, Library; and Heather Prescott, History.

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

Thursday, May 8, 2008
Yale Graduate Club, New Haven
6:00-9:00pm

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

Pick-a-Prof

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comply with the FOIA request once that data is available. Their attorney advised them that FERPA would require the university to excise data for classes with an enrollment of five or fewer or those where all or all-but-one of the grades were the same.

While the administration appears to have followed the letter of the law in distributing this data, it is my personal opinion that the FOIA request should have been challenged. It is of great concern to AAUP leadership that grade distributions have been made publically available without faculty knowledge or input. Additional concerns are that this information is incomplete and inaccurate, and students in some classes may be identifiable. The CCSU Office of Institutional Research is looking into these inaccuracies.

I have raised this issue at a meeting between the CCSU-AAUP, Faculty Senate, and members of the Board of Trustees and System Office. In addition, I met with Provost Lovitt and CSU-AAUP President Dave Walsh over spring break to discuss this matter. Provost Lovitt expressed concern that the data was disseminated without the knowledge of anyone in Academic Affairs or the faculty. We have been assured by Provost Lovitt that the data will not be released again before taking a look at the data and establishing some parameters to prevent identification of individual students.

CCSU-AAUP Part-time Advisory Committee

The CCSU-AAUP Part-time Advisory Committee welcomes new participants to their meetings. The Committee meets on the first Wednesday of every month during the fall and spring academic semesters at noon in the Mountain Laurel Room (located in Memorial Hall off the faculty and staff cafeteria).

The CCSU-AAUP Part-time Advisory Committee discusses matters concerning the employment and working conditions of the part-time professoriate and works towards strengthening communication among and disseminating information to part-time faculty. If you are interested in obtaining more information about the meetings, please contact Michelle Malinowski at (860) 832-3790.