



CENTRAL INTELLIGENCE

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

Article 5.3.5 “Comparable Standards”

By Michael Gendron, CCSU-AAUP President

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Article 5.3 of the CSU-AAUP/BOT Collective Bargaining Agreement specifies the standards for appointment or promotion to the respective ranks. There are two parts to each of the listed standards (except for Instructor, Staff Librarian, and Staff Counselor). In order to be appointed or promoted to a particular rank a candidate must meet both of the requirements. The requirements fall into two distinct categories as follows:

- ◆ Credentials (degree/years of study)
- ◆ Experience (years of service at a college or university and/or years at a particular rank)

Article 5.3.5 (Comparable Standards) provides an alternate mechanism for a member to be either appointed or promoted to the respective ranks. This article could be applied if a candidate does not meet the standards listed in Articles 5.3.1-5.3.4. A candidate who does not have the credentials, appropriate number of years at a college/university, or the appropriate number of years in rank can apply for appointment or promotion under comparable standards. However, it is incumbent upon a candidate applying for appointment/promotion using Article 5.3.5 to clearly state that they are applying under comparable

standards, and to demonstrate in their application that their credentials and/or experience are substantially comparable to the standards listed in Articles 5.3.1-5.3.4. In other words, a candidate can be appointed/promoted under comparable standards for credentials or for experience, or both. Of course, unless there is a positive recommendation from the department on this issue the appointment or promotion recommendation made under this article does not go forward. In the appointment process the President makes the final determination and in the promotion process the Provost makes the final judgment/determination.

UPCOMING EVENTS

CCSU-AAUP
Chapter Meeting &
Holiday Social; 12/9,
4-7, Connecticut Room

CCSU-AAUP
Executive Committee:
12/10, Noon,
Mountain Laurel
Room

CCSU-AAUP Part-
time Advisory
Committee: 12/3.
Noon, Mountain
Laurel Room

Faculty Senate: 12/8,
Vance 105, 3:00 pm

Travel Reimbursement

It was recently brought to CCSU-AAUP’s attention that reimbursement for travel was taking longer than 45 days, as required by the Contract in Article 9.5.3. The delay was caused in part by the hiring freeze, but once CCSU-AAUP contacted them about this issue, the Business Office agreed to expedite the reimbursements. If you experience a similar problem, please let AAUP know and be sure to always attach the proper documentation to your request to accelerate the Business Office’s processing of your request.

Grievance and Contract Administration Q&A

By Caryl Schiff-Greatorex

Q. *Am I entitled to meet with my DEC before they render their recommendation ?*

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. *Am I entitled to receive a copy of the DEC's evaluation?*

A. Article 4.11.10 requires that the DEC provide you with a copy of their recommendation upon issuance.

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

A. Article 4.11.12 requires that the Dean send you a copy of their recommendation upon issuance.

Q. *Where does my evaluation recommendation go after it leaves the Dean's office?*

A. Recommendations for tenure and/or promotion, along with all the materials submitted by you are transmitted to the University-wide Promotion & Tenure Committee. Recommendations for renewal are transmitted to the Provost.

Q. *How is the membership of the University-wide Promotion & Tenure Committee determined?*

A. Faculty Senate procedures determine the composition of the P & T Committee. Members are elected through a process determined by the Senate and approved by the University President. Only tenured associate and full professors may serve on the Committee.

Q. *Am I entitled to meet with the University-wide Promotion & Tenure Committee?*

A. Yes, if you have applied for promotion and/or tenure, you will be given an opportunity to

appear before the Committee prior to its recommendation on your file. The P & T Committee begins their review of files in January.

Q. *Will I know whether or not the P & T Committee has recommended me for promotion and/or tenure?*

A. Yes, at the time of issuance to the Provost, but no later than March 5 (August appointees), you will receive a letter from the P & T committee informing you of their recommendation.

Q. *When will I know if I have been recommended for tenure and/or promotion by the Provost?*

A. By April 15, the Provost will send you a letter informing you of his recommendation on your application for promotion and/or tenure (August appointees). At the same time he will make the recommendation on your file to the Board of Trustees who will act on it at their next scheduled meeting, but not later than May 15 for promotion and May 31 for penultimate tenure candidates.

Q. *What if I am a January appointee and am in my penultimate year?*

A. The timelines in Table 1 are accelerated for January appointees, as you must be notified of the aware or denial of tenure by December 31. Please see Table 1, column entitled "Penultimate Year Tenure Candidates, January".

Part-time Faculty: Know Your Rights

By Michelle M. Malinowski

Last month's article outlined some of the contractual rights part-time faculty have under the CSU-AAUP Contract. This is a continuation of the rights that part-time faculty members have at CCSU.

Computer Loans for Part-time Faculty

The Information Technology Services Department offers a *Part-time Faculty Computer Loan Program* which provides you with a computer, loaded with Microsoft Office, to bring home for University business. For more information, please visit www.ccsu.edu/its and look for "Part-time Faculty Loan Program" under Other IT Links.

Subsidized Healthcare

One of CSU-AAUP's most recent successes on behalf of part-time faculty was the enrollment of certain part-time faculty in subsidized healthcare as part of a new benefit through the Comptroller's Office. If you teach nine or more credit hours within the state systems of higher education you may purchase health and/or dental coverage at an assigned group rate. There is a shorter waiting period at the beginning of each semester if you are continuously eligible for this benefit. Although you must pay the premiums up front, you will receive your reimbursement check at the end of the semesters and it will be tax-free and not included as income on your W-2 form. Currently there are forty part-time faculty here at CCSU who meet the criteria and are taking advantage of the benefit.

Retiree Healthcare

Part-time faculty teaching nine or more load credits a semester within the state systems of higher education are eligible to receive retiree healthcare if they have contributed to a retirement plan during their state service and meet one of the two following additional requirements: (1) they go directly into retirement, and have five or more years of service at half-time or more or (2) they do not go directly into retirement but have 10 or more years of service at half-time or more. For this purpose, a semester as an adjunct faculty member (teaching more than 9 load credits between any of the state institutions) counts as one-half year of state service.

Voicemail

If you wish to have voicemail, even if you have no office or telephone on campus, speak with your department chair. Voicemail may be a convenient way for your students to reach you and it can be remotely accessed from any telephone.

Bookstore Discount

Use your faculty ID to receive a 10% discount on books, clothing, and other purchases from the CCSU Bookstore, which is affiliated with Barnes & Noble. Your discount also applies to purchases made at the ECSU, SCSU, and WCSU bookstores. Faculty also receive a 20% discount at Another Bookstore, located in the Dunkin Donuts plaza, across from Diloreto Hall.

Recreational Facilities

Part-time faculty have access to all recreation facilities on campus. These include the pool, the bubble, indoor tennis courts, and the exercise facilities in Kaiser, Beecher, and Sam May Halls (free of charge). Facilities are open when school is in session.

Library Privileges

Faculty copy cards are available at the Serials Desk on the 4th floor and the Reference Information Desk on the 3rd floor. These cards may be used at the public copy machines here in the library. [Corrected 12/10]

**The College Employee
Satisfaction Survey
will be available
online until 12/19 at
[http://xrl.us/
CCSUlive.](http://xrl.us/CCSUlive)**

Reminders & Updates

Promotion & Tenure Guidelines

As you know, the Faculty Senate's Promotion & Tenure Policy Document requires every department to develop written guidelines to assist faculty in following the procedures for promotion and tenure. Originally these departmental guidelines were scheduled to go into effect beginning this fall. Since only about one-half of the departments on campus had developed such guidelines, earlier this semester, the Faculty Senate postponed the implementation of the departmental guidelines until next fall. However, departmental guidelines are required to be submitted to the Faculty Senate by February 2, 2009. After submission, your department's guidelines will be checked for contract and policy compliance by CCSU-AAUP, the Faculty Senate, and the Administration.

Guidelines are due to the Faculty Senate on or before February 2, 2009.

Jean Lefebvre to be named CCSU-AAUP Interim VP

Guy Crundwell announced that he will be stepping down as Vice President of the chapter at the end of the fall semester since he will be on sabbatic leave in the spring. According to the CCSU-AAUP Constitution if an unexpired term is six months or less, the President may make an interim appointment. With the consent and guidance of the Executive Committee, CCSU-AAUP President Michael Gendron appointed Jean Lefebvre to fill the vacancy as he received the second highest number of votes in the last vice presidential election.

CSU-AAUP Workload Study Update

CSU-AAUP has commissioned a Workload Study to be performed by the New England Resource Center for Higher Education (NERCHE), which began its work in September 2008 with the collection of institutional data and interviews of academic administrators, department chairs, and faculty search committee chairs. During the months of November and December, NERCHE will be developing surveys for full-time faculty, part-time faculty, and other academic professionals. CSU-AAUP will be assisting NERCHE in the development of the surveys, which will be distributed early in the Spring semester. As a

reminder, Michael Gendron is serving as campus coordinator at Central for the workload study. If you have any questions about the study, please feel free to contact Michael.

Rock Cats Game

CCSU-AAUP will be hosting another Rock Cats game for CCSU faculty, family, and friends on May 3, 2009. Save the date and encourage your colleagues to attend!

Improved Employee Assistance Program

Beginning January 1, university employees will be entitled to six rather than three short term counseling sessions.

CCSU-AAUP Executive Committee Members for 2008-09

President: Michael Gendron (MIS)
Vice President: Guy Crundwell (Chemistry)
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)