



# CENTRAL INTELLIGENCE

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

October 2009  
Vol. 38, Issue 4

## New Communication Tools

By Jason Jones, CCSU-AAUP President

When I was elected CCSU-AAUP President, it immediately became clear that communication between the AAUP and the membership needed to be improved. On the one hand, the CCSU-AAUP office regularly holds meetings, publishes newsletters, sends e-mails, and maintains a website, those forms of communication can easily slip through the cracks in an overloaded inbox or departmental mailbox.

And, on the other hand, while members often air specific concerns with individual union officers or staff members, there hasn't been a convenient way for members to discuss campus-related concerns. (There are limitations to the current academic users listserv: Its membership is open, so some kinds of union business aren't appropriate, and some members, especially untenured ones, might be reluctant to speak up. Also, it's unmoderated, and so discussions can sometimes go off the rails.)

To address these problems, I proposed two ideas to the CCSU-AAUP Executive Committee in September: an AAUP blog that would serve as a clearinghouse of information that AAUP sends to its members and a moderated AAUP listserv. I am happy to announce that the CCSU-AAUP Executive Committee approved both ideas at its September meeting. In the rest of this column I just want to say a few words about each.

First, the blog. It's address is: <http://www.ccsuaaup.wordpress.com>. It is up and running, so you can visit now! The goal is to turn the blog into a forum for distributing information as members need it, and also to advocate for faculty interests at CCSU. To that end, it is readable by the public at large, and so I am still feeling out what kinds of things are suitable and what aren't. And the site's look-and-feel will evolve a bit over the rest of this month. We've decided to host the blog at WordPress for a variety of reasons: WordPress offers a nice set of features, at both the

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## Revised Discrimination & Sexual Harrassment Complaint Procedures

By Donna Sims, Contract Admin. & Grievance Chair

At the beginning of the Spring 2009 semester, an AAUP member was requested to attend an interview with the Diversity and Equity Office. AAUP attended the meeting with the member, and it was learned at the meeting that the posted University's procedures for handling discrimination and sexual harassment complaints were not in compliance with Appendix F of the CSU-AAUP/BOT Collective Bargaining Agreement. The AAUP was told that the Contract's procedures were not in compliance with state procedures.

During the spring and summer, AAUP staff and member representatives worked with members of the CCSU Human Resource Office and the Diversity and Equity Office to resolve

### UPCOMING EVENTS

**Campus Equity Week**  
Activities: 10/28 & 10/29

**CT Lobbying Conference** : 10/20, 8:30-5, Lyceum Resources & Conf. Center, Hartford

**CCSU-AAUP Executive Committee**: 10/14, Noon, Mountain Laurel Room

**CCSU-AAUP Part-time Advisory Committee**: 11/4, Noon, Mountain Laurel Room

**Faculty Senate**: 10/12, 10/26 & 11/9, Vance

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## **Campus Equity Week: *The New Faculty Majority***

Campus Equity Week (CEW) is designed to “raise awareness and educate our campus communities, the public and policymakers about the broad negative impacts of contingent academic employment practices.” Since Campus Equity Week (CEW) was first organized in 2001, CSU-AAUP and its individual campus chapters have sponsored a variety of activities and events to raise awareness of the problems and working conditions facing part-time faculty in academia.

Peter D.G. Brown will be delivering the keynote address at a forum celebrating Campus Equity Week at CCSU on October 28, open to all CSU-AAUP members. Dr. Brown is a distinguished service professor of German at SUNY New Paltz. He is an Executive Board member of the United University Professions (UUP), convener of the Adjunct Faculty Association (AFA) at SUNY New Paltz, and a member of the Steering Committee for the Coalition for Contingent Faculty.

Dr. Brown is also one of the founding members of the New Faculty Majority: The National Coalition for Adjunct and Contingent Equity (NFM). The NFM is a new, independent national organization for adjunct and contingent faculty in all disciplines and at any public or private university, college or community college in the US. The organization describes its mission statement as “dedicated to achieving professional equity and advancing academic freedom for all adjunct and contingent faculty in American colleges and universities through advocacy, education and litigation. NFM seeks the greatest possible degree of economic justice and academic freedom for all faculty and is committed to creating equitable, stable, non-exploitative academic environments that improve the quality of American higher education.”

**Dr. Brown’s keynote address will present his views on the increasing reliance on part-time and contingent faculty in higher education. The forum and dinner will take place on Wednesday, October 28 from 6:00-9:00pm at Central Connecticut State University in the**

**CCSU-AAUP**  
**Chapter Meeting**  
**& Social**  
**Thursday, Nov. 5**  
**4-7pm**  
**Connecticut Room**  
**Chapter Meeting topic**  
**to be announced**

**Connecticut Room of Memorial Hall. Dr. Brown will also present a workshop “The Equity for Adjuncts Movement” on Thursday, October 29 from 10:00-11:00am in the Marcus White Living Room at CCSU. To register for either event, please contact Michelle Malinowski at (860) 832-3790 or by email [malinowskim@ccsu.edu](mailto:malinowskim@ccsu.edu).**

Campus Equity Week occurs biennially, and National AAUP is a cosponsor of the international event.

## Revised Discrimination & Sexual Harassment Complaint Procedures

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procedural discrepancies in the Discrimination Complaint process. Appendix F on page 141 of the current AAUP contract outlines the required elements of the complaint procedures. The recently amended University policy, found on the Diversity and Equity web page under “Discrimination Complaint Procedures”, now not only outlines procedures and timetables for processing complaints, but also specifically references the AAUP process. The Diversity and Equity Office will use these procedures when a complaint of alleged discrimination or sexual harassment is made regarding a member of AAUP.

This revised University procedure now reflects compliance with both the AAUP Contract and with the principles of due process due to our members. Members are encouraged to review these documents online and bring any unanswered questions to our attention for clarification.

CCSU-AAUP believes it may be the only campus in the CSU System to have procedures in place that are in compliance with the Contract and state procedures.

## H1N1 Flu Virus

CCSU and Health Services have created an informative website regarding the H1N1 flu virus at [www.ccsu.edu/flu](http://www.ccsu.edu/flu). “This site will continually be updated as new information and, potentially, new directions become available...In coordination with the State of Connecticut's Department of Public Health, the University has developed a plan to address the potential outbreak of the H1N1 virus on campus during the coming academic year.”

The site contains answers to frequently asked questions about the H1N1 flu virus, helpful information about reducing your risk of becoming ill or spreading germs, and additional resources for further information.

**If your  
parking  
pass  
expires Fall  
2009,  
please  
remember**



**to stop by the Police Dept. to  
get a new pass before the  
end of the semester.**

## Statement about P&T Process

By Jason B. Jones & Candace Barrington

If rumor is to be believed, many departments and DEC's are not ensuring that candidates for promotion and tenure follow the recently passed Senate P&T Policy, and in fact are disregarding its recommendations.

We hope that this rumor is unfounded, because departments that flout the Senate P&T Policy are setting their candidates up for failure. While none of us are exactly sure what the force of a “departmental guideline” is, a policy passed by the Senate, signed by the President, is as official as anything on this campus other than the contract. Departments and DEC's had a year to adapt to the new expectations, but the Policy is operative this year.

Further, the policy applies to *all candidates for promotion and tenure*, not just new hires. The policy does not raise the standards for promotion or tenure, it just clarifies expectations and offers recommendations for how to present the material.

The policy is available through the Faculty Senate's website: <http://tinyurl.com/yzuj93o>

If you have any questions, please feel free to contact Jason Jones, Candace Barrington, or Caryl Greatorex.

## CCSU-AAUP Executive Committee Members for 2009-10

President: Jason Jones (English)  
Vice President: George Murphy (Mathematics)  
Secretary: Guy Crundwell (Chemistry)  
Treasurer: Aram Ayalon (Teacher Education)  
Past President: Michael Gendron (MIS)  
Delegates-at-large:  
    Brian Folker (English)  
    Jason Snyder (MIS)  
CSU-AAUP Council Representatives:  
    Anthony Beatman (Accounting)  
    Guy Crundwell (Chemistry)  
    George Murphy (Mathematics)  
    Jane Hikel (English)  
    John Mueller (History)  
    Rachel Siporin (Art)  
    Paul Petterson (Political Science)  
CSU-AAUP Council Rep. Alt.:  
    Donna Sims (Finance)  
Contract Adm. & Grievance Comm.:  
    Donna Sims, Chair (Finance)

## New Communication Tools

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free and paid levels; hosting a blog elsewhere is dramatically more secure than self-hosting; and so forth. We hope that the site will become more and more useful each week. In particular, the site should open a window into the workings of the elected officers, both so you can provide us with better information and so that some of you might want to join us in this important, and often satisfying, work.

The listserv is in the process of being created and information will be distributed once the listserv is operational. It will likely be hosted as a Yahoo! or Google group. (AAUP can't host its own server on a CSU campus, which is where all of our offices are.) Members will receive an invitation to join the list once per semester. As I've said, the listserv will be moderated, in order to keep the discussion focused on our common concerns. Announcements of campus events will be welcome, but general discussions of national politics, or state political discussions that aren't focused on higher education, will not be—there are already ample forums for those kinds of conversations, and we don't need to reduplicate them. If you are interested in helping moderate—or, more precisely, in helping moderate so that you can shape the moderation policies—please contact me.

I hope that these tools will go some way toward improving openness and transparency in the AAUP, and ultimately toward improving participation. As always, if you have any concern on a topic related to working conditions or the contract (which is a pretty wide remit), please contact me; Caryl Greatorex, Director of Member Services; or Donna Sims, our Grievance & Contract Administration Committee Chair.

Save the Dates

# Campus Equity Week

## Peter Brown

### A Founding Member of the

### “New Faculty Majority”

## October 28 & 29

### See Details on Page 2

### Please RSVP by October 23