



CENTRAL INTELLIGENCE

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Gender & Tenure: Creating Family-friendly Policies By Michael Gendron, CCSU-AAUP President

Ann Higginbotham, Chair of the National AAUP Committee on Women in the Academic Profession, presented the topic of *Beyond the Family Medical Leave Act (FMLA)* at CCSU-AAUP's first faculty forum. Nationally mandated, the FMLA provides twelve weeks of unpaid family leave with the benefits of job security and the continuation of medical benefits. Individuals can request a leave of absence from work under the FMLA for pregnancy or to care for an ill family member.

FMLA alone is not enough. Family-friendly policies are also necessary in a university setting because of issues of gender equity and retention of women faculty members. Dr. Higginbotham listed some eye-opening facts, including:

- Women earn 50% of all Ph.D.s but make up only 38% of all faculty.
- There are fewer female faculty members in the fields of science and math.
- There are fewer female faculty members who teach at research institutions.
- There are fewer women at full professor rank.
- There are fewer female faculty with tenure.

Why aren't female faculty receiving tenure or being promoted to full professor? The reasons are threefold. Some female faculty members are discouraged from taking advantage of the FMLA to avoid a potential bias against them. Further we must consider the impact

of childbearing on the careers of women faculty during their probationary periods and the impact of expanding demands on faculty time. Tenure clocks and biological clocks tend to run in tandem.

What can be done at CCSU? There are some areas CCSU can work on to improve the situation for women faculty, including providing day care, allowing faculty the option to stop the tenure clock, encouraging active service with modified duties, and articulating clear and accessible policies. For example, ECSU has created a maternity leave policy, which clearly articulates procedures. The policy encourages pregnant faculty members to work out a plan with their department chair and dean, recognizing both the interests of faculty and students. This policy has been sent to the Human Resources offices on each campus and CCSU-AAUP supports its adoption and implementation at Central.

Faculty Social/Forum: Joseph Berry, Author of "Reclaiming the Ivory Tower"

CCSU-AAUP will host its next faculty forum on Thursday, November 1, from 4:00-6:00 in the Marcus White Living Room. In honor of Campus Equity Week, an international event which aims to educate campus communities, the public and the policymakers about part-time faculty academic employment, CCSU-AAUP has invited Joseph Berry, acclaimed author of *Reclaiming the Ivory Tower*, to join us for food, drink and conversation.

UPCOMING EVENTS

CCSU-AAUP "Equity through Unity"
Conference: 10/27
(Saturday), Constitution Room, 8:30 AM—1:00 PM

CCSU-AAUP Faculty Social/Forum: Joseph Berry, Author of *Reclaiming the Ivory Tower*: 11/1, Marcus White Living Room, 4-6 PM

CCSU-AAUP Executive Committee Meetings: 11/14, Noon, Mountain Laurel Room

CCSU-AAUP Part-time Faculty Advisory Committee: 11/7, Noon, Mountain Laurel Room

Faculty Senate Meetings: 11/12

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Contract Administration & Grievance Corner

By Caryl Schiff-Greatorex, Director of Member Services

This month's column focuses on frequently asked questions about specific provisions of the contract.

Q. I am a part-time faculty member. Can I teach more than two courses at CCSU?

A. Contract Article 1.6.2 allows you to teach more than two courses as long as the load credit you receive does not exceed six (6) load credits.

Q. As a part-time faculty member can I teach more than six (6) load credits?

A. Contract Article 1.6.2 permits you to teach two courses for a total of eight (8) load credits. This would be possible if you were teaching a class/lab combination or supervising student teachers.

Q. If I am teaching two 3-credit classes at CCSU can I also teach a class at ECSU?

A. No. The load credit limitation applies to teaching within the Connecticut State University System. However, you could teach one 3-credit class at CCSU and one 3-credit class at another university in the CSU System.

Q. I was hired as a special/emergency appointee at the minimum Associate Professor salary and have applied for a tenure-track position. If I am hired am I entitled to start my tenure-track position at a higher salary?

A. Yes. Members on special appointment who are hired into tenure-track positions may renegotiate their starting salary at a rate higher than their special appointment rate of pay.

Q. I have served two years in a special appointment at SCSU and have been hired into a tenure-track position at CCSU. Do my two years of special appointment count towards the probationary period at CCSU?

A. No. Article 4.4.1 states that service on special appointment is only applied to the probationary period at that university. However, you could, under Article 4.4.2 request, from the president at the time of your initial tenure-track appointment, credit towards tenure for up to three years of prior service at other accredited colleges and universities, including universities in the CSU System.

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Legislative Update

CSUS Bonding

The General Assembly returned for a special session on September 20 to approve the state bonding package, which included a 10-year, \$1 billion plan to revamp the Connecticut State University System. This funding for CSUS would allow for significant improvements to its infrastructure, which in turn will improve the working conditions for AAUP members and learning conditions for our students. Governor Rell vetoed the bonding bill and as of printing, the democratic majority was trying to find enough votes to override the Governor's veto or create a compromise bill. CSU-AAUP leadership has met with legislators in support of this funding, but it's crucial that all the members contact their legislators.

Federal Updates

Reprinted from National AAUP

Representative Julia Carson introduced HR 3512, a bill to push for affordable textbooks and other classroom materials for students. The bill emphasizes transparency of pricing information for faculty members during the selection of class texts and for students when enrolling in classes. The availability of alternative formats such as paperbacks is also encouraged as a way of keeping costs down, and the practice of "bundling" is forbidden unless a nonbundled option is also available.

Navigating Your Union

By Guy Crundwell, CCSU-AAUP Vice President & Chairperson of Chemistry and Biochemistry

Organization

At Central, the union governing body is referred to as the CCSU-AAUP Executive Committee, and it is made up of elected officials, including a President, a Vice-President, a Secretary, a Treasurer, two Delegates-at-Large, seven Council Representatives, and one Council Alternate. In order to maintain some continuity within the work of the chapter, the Immediate Past President also serves on the Executive Committee and the Council Representative terms are staggered. Finally, the Chairs of the three standing committees (Contract Administration and Grievance Committee, Legislative Committee, and Collegiality Committee), who are appointed by the President, also serve as members of the Executive Committee.

As indicated by the chart below, the CCSU-AAUP Council Representatives, along with the President, serve with Chapter Presidents and Representatives from the other CSU campuses on the CSU-AAUP Council.

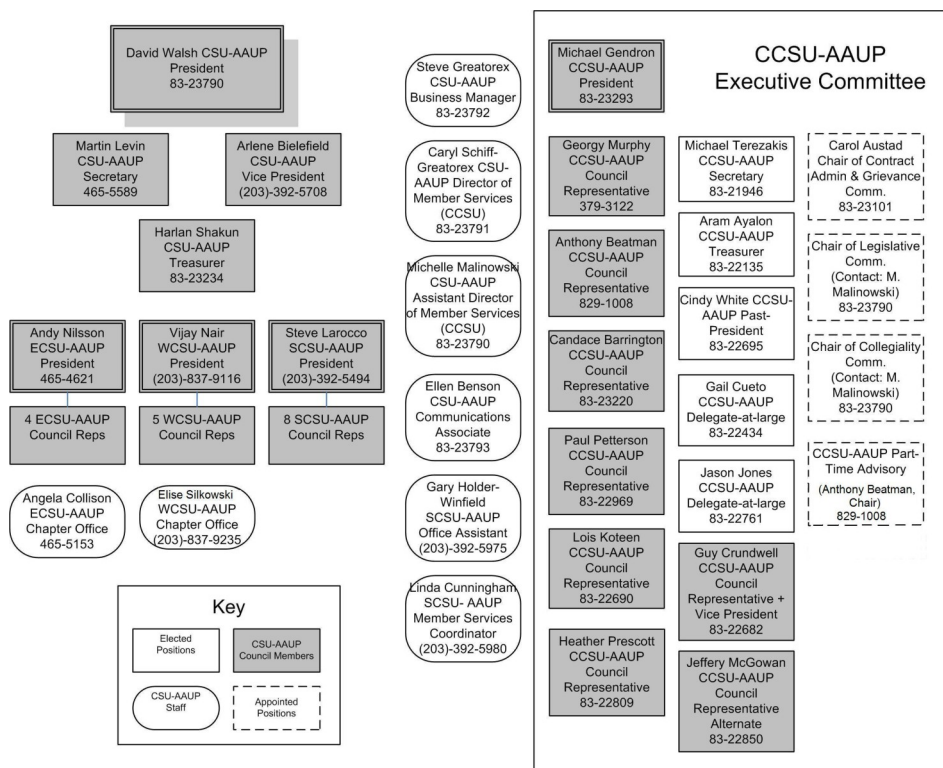
Activities

The Executive Committee meets monthly during the academic year to report on the issues of concern (both at the local and state level), determine its course of action, and conduct routine business of the chapter. The Executive Committee organizes at least one chapter meeting a semester, open to all members, which is only one way for you to bring attention to concerns that you want elected officers to address. Elected officials also arrange to meet with departments to speak about union issues and address your concerns. The Executive Committee is also trying to revitalize and expand the roles of department liaisons in an attempt to create more dialogue on union issues. An active and strong union requires the involvement of its faculty in proactive roles of service.

At monthly CSU-AAUP Council meetings, the CSU-AAUP President,

the Legislative Lobbyist, Chapter Presidents, staff, and other persons report on a wide variety of issues affecting CSU-AAUP members, CSU, and higher education in general. Topics include reports from each chapter, reports on our lobbying efforts within the State, reports on the climate of higher education in the State, updates on National AAUP issues, requests for budget expenditures for workshops and conferences, and reports from ad hoc committees set-up to address concerns of faculty.

There are plenty of ways for members to get involved in union issues without making a huge time commitment. There are many committees for which we need members. For example, I serve on a committee to amend the CSU-AAUP Constitution and Bylaws to clarify language, a committee to perform a workload study, and a committee to explore the possibility of how to best allow members from the four campuses to discuss and build consensus in a secure and respectful electronic environment. The work of the committees is slow because often only elected union officials volunteer to serve and the responsibilities add up. If you are interested in serving on a committee or in another way, please let me know.



Faculty Forum

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Dr. Berry will speak on how his ideas have evolved since the publication of his book and why Camus Equity Week is important to the university as a whole.

Dr. Berry has worked as a contingent faculty person for over 20 years in CA, PA and IL. He currently teaches as a non-tenure track instructor at the University of Illinois in the Chicago Labor Education Program and as a part-time history professor at Roosevelt University. *Reclaiming the Ivory Tower* was the first organizing handbook for contingent faculty. “It examines the situation of adjunct professors in U.S. higher education today and puts forward an agenda around which they can mobilize to transform their jobs — and their institutions” (<http://www.reclaimingtheivorytower.org>).

Join your colleagues for food, libation and conversation!

Connecting Faculty

Equity Through Unity:

A CSU-AAUP Conference

The Equity Through Unity conference is designed to bring together part-time and full-time faculty to explore how they can collectively challenge inadequate professional and working conditions at their institution(s). The conference will focus on providing practical skills for how to organize cooperatively around the issues of greatest concern for each cohort.



Rich Moser (Rutgers-AAUP, Senior Staff Representative) will deliver the keynote address “What Way Forward? Strategies for Organizing Contingent Faculty.” The conference will also include two workshops: *Building Team (Together Everyone Achieves More)* and *Grassroots: Face-to-Face Organizing*. A presentation on salary data, entitled *Dollars and Scholars*, will also be featured.

The Conference is being held as part of Campus Equity Week, an event designed to raise awareness of part-time faculty issues. It will be held on Saturday, October 27, from 8:30am-1:00pm at CCSU in the Constitution Room. Please RSVP to Michelle Malinowski by e-mail at malinowskim@ccsu.edu if you plan to attend.

Contract Admin. & Grievance Corner

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Q. Do my two years of special appointment at CCSU count towards tenure if I am hired into a tenure-track position at CCSU?

A. Yes. Article 4.4.1 requires that this time be counted toward the probationary period.

Q. Is it in my best interest to request credit towards tenure for prior service at a CSUS campus or any other institution?

A. Believe it or not, there is no easy answer to this question. On the face of it, it seems like a good idea. However, keep in mind that credit towards tenure limits your probationary period or the length of time you have to accomplish your research agenda and demonstrate to your colleagues, dean, provost, and president that you are worthy of being granted tenure. Credit towards tenure may be irrevocable.

Q. Article 4.8.2 limits special appointments to two years. If I have served as a special appointee for two years at CCSU, could I then serve two years as a special appointee at another CSU campus?

A. Yes, the Contract allows you to serve two years in a special appointment at one campus and then serve two years of special appointment at another campus.

Q. If I am denied tenure in my penultimate year at CCSU can I subsequently teach at another CSU campus?

A. Yes, Article 4.3 defines tenure as the right to continuous employment in the member's university. Therefore, if you are denied tenure at one university in the system you can still be employed at another university in the system.