



CENTRAL INTELLIGENCE

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

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A Few Important Items

By Michael Gendron, CCSU-AAUP President

Vote No On Question #1

On this year's ballot, Connecticut voters will be asked to decide Question #1: "Shall there be a Constitutional Convention to amend or revise the Constitution of the state?" At first glance this question and its apparent road to direct democracy seems, in our troubled times of low government approval ratings, to be attractive but this is no simple issue. Two of the major supporters of the "Vote Yes" campaign, the Connecticut Taxpayers Association and the Yankee Institute, are vicious opponents of public sector institutions like Connecticut State University (CSU).

The proponents of major constitutional change are most often extremists whose ideas have been rejected in the established political process (as political losers). Their only hope is to overturn the existing rules of public policy competition and replace them with electoral gimmicks in which special interest money and "30-second" sound bites replace the informed deliberations of elected legislators. Please see the *Union News* for more detailed information and visit www.votenoct.org.

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 have developed such guidelines, at their last meeting, the Faculty Senate postponed the implementation of the departmental guidelines until next fall. However, departmental guidelines are now 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.

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Legislative Updates

CSU-AAUP Political Committee Announces Endorsements

The CSU-AAUP Political Committee was hard at work, sending out and reviewing candidate questionnaires during July and August. The list of endorsed candidates was recently published in the CSU-AAUP Newsletter. Functioning under the new public financing statutes, we can no longer make contributions to candidates, however, we can endorse them and do independent work for the candidates as long there is no coordination with their campaign. If you would like to contact and provide some help for a candidate's campaign, or you need further information, please contact John Harmon, Chair CCSU-AAUP PAC, 832-2789 or harmonj@ccsu.edu or Michelle Malinowski, 832-3790 or malinowskim@ccsu.edu.

Budget—2nd Round of Rescissions

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UPCOMING EVENTS

**CCSU-AAUP
Executive Committee:**
11/12, Noon, Mountain
Laurel Room

**CCSU-AAUP Part-
time Advisory
Committee:** 11/5.
Noon, Mountain Laurel
Room

Faculty Senate: 9/22 &
10/13, Vance 105, 3:00
pm

DVNA Flu Clinic:
10/23 11:00-1:00pm for
CCSU Faculty & Staff

**CCSU-AAUP Chapter
Mtg. & Social:** 10/30,
CT Room, 4:00-7:00pm

Grievance & Contract Administration

By Caryl Schiff-Greatorex

Evaluation Criterion and Categories for Full-time Faculty (contd. from Sept.)

Q. What are the evaluation categories for full-time coaches?

- A. The evaluation categories are: Administration and Conduct of the Assigned Sport, Relationship with Student Athletes, Record of Student Athletes, Productive Service, and Years in Rank, weighted in the order listed.

Q. What are the evaluation categories for Non-instructional Athletic Trainers?

- A. The evaluation categories are: Management of the health Care of Student Athletes, Demonstrated Level of Care and Professionalism, Record of Continued Educational Growth and Service to the Profession, Productive Service, and Years in Rank, weighted in the order listed.

Q. What are the evaluation categories for full-time Librarians?

- A. The evaluation categories are: Load Credit Activity, Professional Activity, Productive Service, Creative Activity, and Years in Rank, weighted in the order listed.

Q. Where can I find more information on the evaluation process and preparing my file for consideration?

- A. The Faculty Senate has a document which includes guidelines for setting up your evaluation portfolio. This document can be found on the Senate Website. CCSU-AAUP has a pamphlet entitled *Getting it All Together – Your Promotion & Tenure File*. You can request a copy from the CCSU-AAUP Office.

Q. What is the timeline for the evaluation process?

- A. **Table 1 – Evaluation Process Due Dates**, on page 23 of the Contract specifies all of the evaluation due dates for renewal, promotion, tenure and professional assessment for full-time teaching faculty, counselors, and librarians. These dead-lines also apply to coaches and non-

instructional athletic trainers who are applying for promotion. Please pay careful attention to the deadlines.

Table 2 – Evaluation Process Due Dates for Athletic Coaches, on page 47 of the Contract specifies the evaluation due dates for coaches and athletic trainers being considered for renewal.

Save the Date!

CCSU-AAUP Social

Thursday, October 30

4:00 - 7:00 pm

Connecticut Room

(Chapter Meeting postponed until 12/9)

RECentral - New Fitness Centers

RECentral has recently opened two brand new, state-of-the-art Fitness Centers in the basements of the Sam May and Beecher Residence Halls. The fitness Center in Kaiser Hall continues to be available for use by faculty, staff, and students as well. These fitness facilities are open to all faculty, staff, and students, free of charge. RECentral also offers a variety of fitness classes throughout the day including Full Body Workout, Kickboxing, Cardio Groove, and Belly Dancing. In addition, Personal Trainers are available by appointment in Sam May and Beecher Halls. Stop by one of these Centers to set up an appointment. Also, don't forget about the Pool and the Bubble where there is an indoor track and indoor tennis courts; both are

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Part-time Faculty: Know Your Contractual Rights By Michelle M. Malinowski

At the time of employment, all part-time teaching faculty, counselors, librarians and coaches automatically become members of the CSU-AAUP bargaining unit. As a member of the bargaining unit, your wages and working conditions are governed by the 2007-2011 Collective Bargaining Agreement. The CSU-AAUP has represented part-time faculty since 1983, and has worked diligently to improve salaries, benefits and working conditions.

Several articles in the *Collective Bargaining Agreement* (CBA) are particularly relevant to part-time faculty members and are summarized below. You can view the full text at [http://www.ccsu.edu/aaup/csu/AAUP2007-2011FINALContract2007\[1\].pdf](http://www.ccsu.edu/aaup/csu/AAUP2007-2011FINALContract2007[1].pdf).

Assignment of Courses

- ◆ **Article 4.6** of the CBA specifies that part-time faculty shall be assigned to available courses depending upon the department chairperson's determination of credentials, experience and teach merit. A new provision in that article permits a part-time faculty who meets certain criteria to be offered two-semester contract. If you have been continuously employed in a department for ten consecutive semesters, or taught sixty load credits or more in a department, talk to your department chair if you are interested in a two-semester contract.

Course Cancellation Fee

- ◆ New to the 2007-2011 Contract is **Article 4.6.1**, which provides for a course cancellation fee if your class is cancelled within seven business days prior to the beginning of the first day of classes. The course cancellation fee is \$300.00.

Travel Funds

- ◆ **Article 9.5.1** of the Contract provides you with the opportunity to further your professional development. If you would like to attend a professional seminar, workshop, conference or participate in an educational exchange, you may request up to \$750.00 in travel funds. Inform your department chair of your travel request, and request a copy of the Travel Authorization Form which you will need to complete.

Faculty Development Grants

- ◆ Outlined in **Article 9.6**, faculty development funds are available to enhance members' ability to be productive and innovative professionals. The fall semester application deadline is October 16th. For more information contact Mimi Kaplan, Sponsored Programs at 832-2366

Course Privileges

- ◆ After being employed for 18 load credits or more in the university, a part-time faculty member, their spouse or children under the age of twenty-five may take courses at any university in the system on a space available basis. For each load credit for which a member is compensated, one load hour extension tuition shall be waived or the full-time tuition and State University fee shall be reduced by one twelfth. Tuition waiver forms are available from the Human Resources Department.

As mentioned previously, CSU-AAUP is both a collective bargaining agent and a professional organization. As a member of the collective bargaining unit you automatically pay 1% of your salary for dues or a fee equal to dues. There is no additional fee for becoming a member. As a member you will have voting rights and the ability to hold elected office. In addition, there are a variety of benefits available to members from both the local AAUP Chapter and the National AAUP. You will find a membership form and benefits information on our website, www.ccsu.edu/aaup/csu.



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)

A few Items Cont.

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

CSU-AAUP Commissions Workload Study

CSU-AAUP has commissioned a Workload Study to be performed by the New England Resource Center for Higher Education (NERCHE). The study is scheduled to begin during the fall 2008 semester and culminate with a report to be issued in December 2009. The study will examine the changing nature of faculty workload for full-time and part-time faculty, department chairs, counselors, librarians, and coaches in their professional and pedagogical interactions with students.

The campus coordinator for the workload study is Michael Gendron. Michael has contacted department chairs, search committee chairs and administrators who might be interviewed by NERCHE.

RECentral Cont.

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also located in Kaiser Hall. RECentral has something for everyone and is committed to providing the students, faculty and staff of Central Connecticut State University with opportunities for recreation that encourage personal development, contribute to participant fitness, and improve overall campus life, through safe, quality, educational and enjoyable programs, facilities and services.

RECentral Fitness Centers have a variety of hours that are probably convenient for you. For more information on center hours you can visit RECentral on-line at <http://stdctr.ccsu.edu/recentral/index.php/facility-hours/>. RECentral can be reached by phone at 832-3732, by email at RECentral@ccsu.edu and on their website at <http://stdctr.ccsu.edu/recentral>.

More Rescissions

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On September 30th Gov. M. Jodi Rell announced her second round of budget cuts slicing \$35 million from the budget. This reduction represents only about 11% of the current projected deficit, more cuts in the future will be needed to close the gap. Budget Secretary Robert Genuario stated the second round of budget cuts was an exercise in “tightening our belt and looking at each line item very carefully”. Many state officials believe the state’s “red ink” will deepen because of the volatility on Wall Street.

Faculty Development Grants

Full- and part-time faculty can apply for Faculty Development Grants to “enhance their ability to be productive and innovative professionals.” There are separate pools of money available for projects proposed by full-and part-time faculty. Applications are reviewed in two cycles. To apply for funds for fall 2008 or wintersession, part-time faculty must apply by October 16. The next deadline for full-time faculty is January 28, 2009 for activities to be conducted during Spring 2009. For more information, please contact Sponsored Programs at x22365.