



CENTRAL INTELLIGENCE

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

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An Open Letter to CCSU Faculty

By Michael Gendron, CCSU-AAUP President

The CCSU-AAUP Presidency is an important position at our university, which I am looking forward to filling for the next two years. My vision is to have as many of you as possible be involved in AAUP activities. To that end, we have taken steps, some of which are discussed in this issue of the newsletter. This list represents a sampling of our efforts:

- **Increase our CCSU-AAUP chapter activities with national AAUP and enhance our interface and coordination efforts with them.** The Welcome Back Luncheon on September 10 featured a speaker from the National AAUP Speaker's Bureau, Stanley Aronowitz who discussed issues related to academic freedom.
- **Increase Faculty Involvement** – The initial effort will involve a breakfast for department liaisons. The goal is to increase the amount of information available to department liaisons, and have them be a conduit back to their departments.
- **Increased communication members through monthly newsletters.** In order to increase communication with the CCSU-AAUP membership, we are starting a short monthly newsletter that highlights CCSU-AAUP's activities. Also, we will be sponsoring monthly faculty forums.
- **Prepare for the next contract negotiations.** A major issue for our next negotiation is a contract change

that recognizes that faculty workload is more than twelve hours of teaching and five office hours. I will be discussing ways to implement this with the CCSU-AAUP Executive Committee.

These activities can lead to a more informed and involved membership, but only if you take these opportunities to be involved. Therefore, in this first newsletter of my Presidency, I am reaching out to all of you and asking you to get involved. Please come to meetings and attend luncheons and forums. I want to hear from all of you. The CCSU-AAUP office has my contact information, so feel free to have them put you in touch with me. Also, there is always email (gendron@ccsu.edu)

Regards,
Michael

UPCOMING EVENTS

Salary increase will be reflected in paycheck:
9/28

CCSU-AAUP Faculty Forum "Beyond the FMLA": 10/4, CT Room, 4-6 PM

CCSU-AAUP Executive Committee Meeting:
9/12, Noon, Mountain Laurel Room

CCSU-AAUP Part-time Faculty Advisory Committee: 10/3, Noon, Mountain Laurel Room

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

CCSU-AAUP Breakfast w/ Department Liaisons: 9/18, 8:15, CT Room

Faculty Senate Meetings: 9/24, & 10/8

CCSU-AAUP Introduces Faculty Forums: *Oct. 4 Forum - Beyond the FMLA*

Throughout the academic year, CCSU-AAUP will be sponsoring monthly faculty forums on the first Thursday of every month from 4:00-6:00 PM. Focusing on topics of interest to faculty and other academic professionals at Central, a guest speaker will present material and encourage dialogue regarding the featured topic. **If you would like to suggest a topic, please send it to Caryl Schiff-Greatorex (greatorex@ccsu.edu).**

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Contract Administration & Grievance Corner

By Carol Austad, Professor of Psychology

As Chair of the CCSU-AAUP Grievance and Contract Administration Committee, I want to take this opportunity to offer a warm welcome to all of our new faculty and other members. The purpose of this monthly column is to highlight some the fundamentals of our Contract, focusing this month on introducing new faculty members to the Contract and highlighting the evaluation process for renewal.

“The Contract” describes the agreement between the Connecticut State University American Association of University Professors (CSU-AAUP) (the bargaining representative for the Faculty) and the Board of Trustees for Connecticut State University System for the period of time from August 25, 2007 until August 25, 2011. CSU-AAUP, our bargaining unit includes full and part-time teaching faculty, coaches, athletic trainers, librarians and counselors. It excludes Deans, Vice Presidents, all other managerial and confidential personnel.

The current Contract has just come into effect this semester, however the union is already planning for the next Contract. Formal preparations for the next round of negotiations will begin in 2009. Health

and retirement benefits are negotiated separately for all state employees through the State Employees Bargaining Agent Coalition (SEBAC) of which CSU-AAUP is an active member.

For new faculty who are currently filling a full-time, tenure-track position, I strongly recommend that you read Article 4, especially Article 4.11, since it describes the procedures used to evaluate full-time members for renewal, tenure and promotion. Table 1 contains all of the time lines that need to be followed for evaluation, and although it looks a bit complicated, it has all the information about the timelines for evaluation.

To summarize, Article 4.11.1 explains that there is only one official evaluation procedure which can be used to make recommendations for renewal, tenure and promotion of full-time faculty members. Thus, no other methods can be used legitimately.

New full-time regular faculty who are on an initial probationary appointment will be evaluated yearly for renewal. In his or her first year, the member receives a written evaluation of his/her performance and a recommendation about renewal during the second

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Connecting Faculty



Faculty Development Grant Deadlines

All faculty can apply for Faculty Development Grants to “enhance their ability to be productive and innovative professionals.” Application for these funds are reviewed in two cycles. While these funds are available to all faculty, there is a separate pool of funds available for projects proposed by part-time faculty. **To apply for funds for fall 2007 or wintersession, part-time faculty must apply by October 17, 2007. The next deadline for full-time faculty development grants is January 23, 2008.** For more information, please contact Sponsored Programs at x22365.

“Equity Through Unity”: A CSU-AAUP Conference

All part-time and full-time faculty are invited to join CSU-AAUP for a conference to explore how they can work together to challenge inadequate professional and working conditions at CSUS. The conference will feature Rich Moser (Rutgers-AAUP, Senior Staff Representative) as keynote speaker and will also include two workshops aimed at organizing and empowering faculty.

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 (malinowskim@ccsu.edu) if you plan to attend.**

AAUP Department Liaisons: The Key to an Active and Informed Membership

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

As one pathway of communication inside the CCSU-AAUP, each department appoints a liaison to serve as a conduit between CCSU-AAUP and the department. Department liaisons play a vital role in union communications, encouraging and maintaining the flow of information and ideas between members and chapter officers. Liaisons are responsible for distributing information sent by chapter officers to their department colleagues as well as soliciting their colleagues' opinions, attitudes, and ideas regarding union activity. As such, department liaisons are a valuable resource for

both their colleagues and union leadership, initiating and/or mediating discussions about union matters within departments, answering questions of their colleagues, getting involved in union items in which they seek action, and providing feedback to union officers. By receiving feedback and assistance from Department liaisons, chapter leaders are more accountable to the membership that elected them and are able to address the many various needs of all faculty.

Department liaisons are volunteers, but this communication tool works

best if they are involved in the chapter and stay informed about union actions. CCSU-AAUP hopes to revitalize this important communication tool this semester and will be holding a campus-wide AAUP department liaison meeting on September 18 to better communicate information to the membership as well as get members involved in chapter actions. At your next Department meeting, ask your Department liaison about what is going on inside the Union. They will be happy to work with you on issues that are important to you and, therefore, important to the Union.

Legislative Update

\$1.2 Million in Funding for Full-time Faculty at CSUS

CSU-AAUP played an important role in obtaining \$1.2 million for 23 additional full-time faculty positions at CSU, proposing legislation and motivating faculty to write and meet with legislators in support of the funding. The \$1.2 million includes \$195,000 for three nursing positions, two at Southern and one at Western.

CCSU reports the hiring of 34 new, full-time, tenure-track faculty members for Fall 2007, seven of which are new faculty lines (beyond those needed to replace individuals retiring or leaving the university for other reasons), which is a direct result from this additional funding.

Articulation

A number of questions and

concerns have been raised on the academic users listserv regarding *An Act Concerning Public Institution of Higher Education System Transfer and Articulation Process*. The bill directs the Department of Higher Education (DHE) to "review the status and content of public institution of higher education system transfer and articulation agreement", including "a plan to implement common course numbering within the Connecticut State University system" This legislation is a study bill, meaning that it will not necessarily result in any significant reform. CSU-AAUP's lobbying firm contacted DHE and discovered they plan to perform only a minimal review. The CSUS Administration will examine system-wide course numbering to comply with the legislation, but the bill only requires the Administration to create a "plan

of implementation", not to execute the plan. Chancellor Carter has agreed to set up an advisory committee so that faculty have a means of providing input into this plan. Both CCSU-AAUP President Michael Gendron and Senate President Timothy Craine were invited to attend the advisory committee's first meeting. It was decided that this issue falls under the purview of the Faculty Senates, with AAUP monitoring the issue to safeguard against any potential academic freedom violations. AAUP will continue to monitor this issue closely.

A Strategic Master Plan for Higher Education in CT

HB 7272 established a Blue Ribbon Commission to develop and implement a strategic master

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Contract Admin. & Grievance Corner Continued

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semester of service (after completing a full semester of service). After this initial evaluation in year one, an annual written evaluation and recommendation to renew are given. (See Article 4.11.2)

What are the criterion upon which the evaluation of your performance is based?

The contract is very specific about what categories can be used to evaluate your work and the criteria for full-time teaching faculty are contained in Article 4.11.9. It consists of the quality of activity in

the major categories (and any special conditions in a letter of appointment) weighted in the order listed below. These are:

- 1) **Load credit activity** for which the member receives load credit or the equivalent (e.g. for teaching faculty, it is teaching; for coaches, coaching; for counselors, counseling; for librarians, library service, etc)
- 2) **Creative activity appropriate to one's field** (eg. papers at professional conferences, production, artistic works, research, study, and publication)
- 3) **Productive service to the department and university.**

4) **Professional activity**, (eg. participation in conferences, workshops, membership in appropriate professional organizations)

5) **Years in rank.** Currently, a new Senate Document is being developed and can be accessed on the Faculty-Senate Website. It spells out the criteria for evaluation and makes some specific recommendations for how to prepare for evaluations.

If you have any questions about the evaluation process, please feel free to direct any questions to the AAUP office (x23790).

“Beyond the FMLA” Legislative Update

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October's faculty forum, *Beyond the Family Medical Leave Act (FMLA)*, invites Ann Higginbotham (ECSU, History), Chair of the National AAUP Committee on Women in the Academic Profession. Ann will make a presentation on family-friendly workplace policies, showing where CSUS stands in comparison to other institutions and discussing the effect the lack of such policies has on retention, promotion and the tenurability of women faculty members. Ann will also discuss the ongoing work at ECSU on development of family-friendly workplace procedures.

The forum will be held on Thursday, October 4, from 4:00 to 7:00 in the Connecticut Room.

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plan for higher education in Connecticut to begin in this fall. CSU-AAUP will write to legislators involved, requesting in the strongest possible terms that current faculty members be included on the strategic planning committee as the present legislation indicates that only retired administrators and faculty members are eligible to serve. CSU-AAUP President David Walsh met with Chancellor Carter regarding this issue, and the Chancellor agreed to discuss this matter with all four faculty senate presidents and determine the best way to proceed with involving CSUS faculty in this important matter.

Federal Legislation Update

The Senate unanimously passed the Higher Education Amendments of 2007, raising the Pell Grant

maximum to \$6,300 and continuing the crackdown on inappropriate relationships between institutions and lenders. In Connecticut, three private schools (Trinity College, Fairfield University, and Sacred Heart University) were fined for receiving discounts on computer software from the College Board after placing the loan agency on their list of preferred lenders. Resulting from the scandal, 17 private colleges in Connecticut have agreed to a new financial code of ethics that restricts officials and other employees acceptance of gifts of more than nominal value from lenders or serve on lenders' advisory boards. In addition, schools must identify preferred lenders “solely on the best interests of student and parent borrowers”. CSU, UConn, and the Community Colleges are considering instituting a similar policy.