



CENTRAL INTELLIGENCE

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

September 2008

Vol. 37, Issue 4

Welcome Back and Last Year's Successes

By Michael Gendron, CCSU-AAUP President

I hope everyone's summer has been both restful and productive. As we return to start a new academic year, I would like to review some of the achievements that the union made on behalf of its member during the last academic year.

- CCSU reported the hiring of 34 new, full-time, tenure-track faculty members for Fall 2007, seven of which were new faculty lines (beyond those needed to replace individuals retiring or leaving the university for other reasons), which is a direct result of the additional funding CSU-AAUP lobbied for during the 2007 legislative session.
- AAUP successfully advocated in support of *CSUS 2020*, a building plan worth \$950 million. Of these funds, approximately \$34 million were authorized directly for CCSU. The projects include renovation of Williard and DiLoreto halls, a new university police station, classroom and maintenance buildings, and residence halls.
- AAUP and SEBAC successfully negotiated healthcare benefits for part-time faculty teaching more than nine load credits at any state institution (CSU, Community Colleges, and UConn), paid by the State Comptroller's Office. Part-time faculty who teach more than nine load credits may also now be eligible to receive retiree healthcare benefits. They must have contributed to a

retirement plan and they must either leave state service and go directly into retirement or have 10 years of actual state service. For this purpose, a semester as an adjunct faculty member who is teaching more than nine load credits a semester counts as one-half year of state service for retirement purposes (see CSU-AAUP website for more information).

- In 2006, CCSU-AAUP filed a chapter grievance and agreed to a settlement in which President Miller would reconsider his

(Continued on page 4)

UPCOMING EVENTS

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

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

Faculty Senate: 10/13
& 10/27, Vance 105,
3:00 pm

**Salary increase will be
reflected in your
paycheck:** 9/26

Legislative Updates

Hiring Freeze

During the last week of May, CSU instituted a hiring freeze to comply with Governor Rell's order for all Executive Branch Agencies. Therefore, all open administrative and faculty positions that are currently not filled or where a bona fide offer of employment, in writing, was not made by close of business on May 29, 2008 will not be filled. There are some exceptions. According to a System Office memo, a university may request an exemption to hire instructional faculty, but a written justification must be provided.

Budget Cuts

Governor Rell announced in late June that she would be cutting 3 to 5% of the budgets of state agencies to help with the worsening economy. For CSU, the rescission is \$4,616,470, about 2.8% of the General Fund appropriation. In Chancellor Carter's testimony

(Continued on page 3)

“Under Enrolled” Classes

CCSU-AAUP and the Provost’s Office have reached an understanding regarding “under enrolled” classes. Prior to President Miller’s tenure at CCSU, the University Administration identified classes with an enrollment of less than nine students as under enrolled. The reasoning behind it was that a faculty member receives 0.33 load credits per student for independent studies, so there needed to be a minimum of nine students for it to make sense for a faculty member to receive three load credits for a regular course. Deans would either cancel “under enrolled” classes or allow the faculty to teach the class as an independent study. In order to preserve programs and for students to graduate on time, faculty often agreed to teach these classes as independent studies. Further, some departments typically have smaller class sizes so they face this problem frequently. Contractually, there is no such thing as an “under enrolled class”.

It was never specifically stated that these independent studies had to be taught in a similar fashion to a regular course; that is, for the independent study to meet in the scheduled classroom for the scheduled number of hours per week, but often faculty felt pressured to do so. That meant that faculty were not receiving the appropriate credit for the work they were performing.

It is now understood that, if a low enrolled class is in jeopardy of cancellation, faculty may have the option to teach it as an independent study and conduct the course as they see fit. Faculty cannot and will not be required to meet students for the same amount of time per week that they would for a regular course. Of course, faculty retain the academic freedom to teach the independent study as they see fit and in a manner that allows them to cover the appropriate course content. An additional understanding, which will be a change from past practice, relates to how the course appears on the students’ transcripts. Provost Lovitt has agreed that, if a course is taught as an independent study, it will be reflected as such on the students’ transcripts. A department should fill out a course substitution form in order for students who have completed an independent study course to receive credit for another course.

CT Lobbying Conference

October 16, 9:00 am - 5:00 pm

For more Information:

Contact Michelle @ (x23790)

Save the Date!

CCSU-AAUP Chapter Meeting & Social

Thursday, October 30

4:00 - 7:00 pm

Connecticut Room

Workload Study

The CSU-AAUP Council approved funding for a workload study to be performed by the New England Resource Center for Higher Education (NERCHE) during the 2008-09 academic year. The study is being done in order to obtain our own data to counter some of management’s anticipated arguments against workload reduction or redefinition during the next contract negotiations (to begin in 2010). 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. He will be contacting department chairs and search committee chairs to be interviewed by NERCHE some time in the near future.

For more information about the workload study, please see the September issue of *Union News*.

Contract Administration & Grievance Corner

By Caryl Schiff-Greatorex

Evaluation Criterion and Categories for Full-time Faculty

Q. What is the evaluation criterion for full-time Teaching Faculty, Athletic Coaches, Non-instructional Athletic Trainers, Counselors and Librarians?

A. Contract Article 4.11.9 specifies that the single criterion for evaluating and recommending ALL full-time members for renewal, promotion and tenure (not applicable to coaches) is the quality of activity, including keeping current in one's field within each of the evaluation categories.

Q. What are the evaluation categories for full-time teaching faculty and counselors?

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

Q. How does the Contract define Load Credit Activity?

A. Load Credit Activity is any activity for which you receive load credit. It can be teaching, coaching, counseling, chairing a department, serving as a director of a program, library service, reassigned time for research, supervising students or any other activity for which you receive load credit.

Q. What is Creative Activity?

A. Creative Activity must be appropriate to your field. It includes delivering papers at professional conferences, production and/or performance of artistic works, research, study, and publication.

Q. What is Productive Service?

A. Productive Service can be classified as service to your department or to the university. This might include chairing and/or serving on departmental committees, representing the department at functions, and/or working on special projects. Service to the university can include serving on university-wide committees, serving on the Faculty Senate, advising student organizations, working on special university-wide projects, and/or participation in AAUP.

Q. What types of activities fall under the category of Professional Activity?

A. Professional activity includes attendance and participation in conferences and workshops, membership and service in appropriate professional organizations, and possibly community service based on your professional expertise.

Q. How do you define Years in Rank?

A. Years in rank is simply the number of years that you have been in your present rank, including the present year. If you are applying for promotion to full professor, which requires at least five years at a rank of Associate Professor or above, you can apply while you are in your 5th year.

Legislative Updates Cont.

(Continued from page 1)

about this reduction, he stated that "our expense reduction have been primarily personnel-related, since that is our largest expense item: for example, the universities and the System Office are holding vacancies open and reducing overtime, as well as reducing travel, services and supplies. As of July 8, 2008, the universities and the System Office were holding 171 positions vacant, with no plans to fill these positions in the immediate future....Admittedly, these reductions will make it more difficult to serve our students to the same level as in the past. We may see an increase in class size in some classes. There may also be some impact on certain types of academic programs as well as on student overseas travel." Chancellor Carter also asserted that there will be no cuts in institutional need-based aid and that there may be a need to phase in some programs in the student support services.

Bonding

On August 4, the State Bond Commission approved funding for \$95 million in capital improvements for the Connecticut State University System, the first phase of a 10-year, \$950 million program. The first phase of CSUS 2020 includes \$34 million for renovation of Willard and DiLoreto halls, a new university police station, classroom and maintenance buildings, and residence halls.

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)

Recap of Academic Year 07—08

(Continued from page 1)

decisions and continue dialogue with faculty regarding the administration's expectations for promotion and tenure. President Miller completed his re-review and overturned one of his decisions but affirmed his decisions on the three other faculty members, who then filed individual complaints with the Connecticut Commission on Human Rights and Opportunities (CHRO). In addition, the chapter filed an unfair labor practice with the State's Labor Board charging that the administration failed to comply with the terms of the grievance settlement by permitting a review at a level other than that of the President. There was a preliminary conference for the unfair labor practice complaint in December 2006, after which the Assistant Labor Board Agent recommended a full Labor Board hearing, which is still pending.

- CCSU-AAUP sponsored faculty forums with nationally-recognized speakers such as Ann Higginbotham, Chair of the National AAUP Committee on Women in the Academia, to discuss the Family Medical Leave Act, and Joe Berry, author of *Reclaiming the Ivory Tower*, to discuss part-time faculty issues.

Salary Increases

As of August 29, all continuing part-time faculty will receive a 4.5% salary increase, and there will be a 3.5% increase to the full-time faculty payroll as per the 2007-2011 CSU-AAUP/BOT Collective Bargaining Agreement. Full-time faculty do not receive an across the board increase. Rather, individuals at the lower end of the salary range for each rank (i.e., Instructor, Assistant Professor, Associate Professor, and Professor) will receive larger percentage increases than individuals at the upper end of the salary range. The logic behind this method is that it moves individuals through the salary range more quickly, so they are able to obtain the maximum salary for their rank sooner. **The increase will be reflected in the paycheck received on September 26.**

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 2008 or winter session, part-time faculty must apply by **October 16**. The next deadline for full-time faculty development grants is **January 28, 2009** for activities to be conducted during Spring 2009. For more information, please contact Sponsored Programs at x22365.