

Minutes of the  
CCSU-AAUP Executive Committee  
Wednesday September 9, 2015  
Student Center—Blue & White Room

Present: S. Adair, T. Burkholder, M. Cistulli, S. Cohen, D. Hanford, W. Fothergill, S. Holt, D. Johnson, K. Kean, M. Mahony, M. Malinowski, J. Melnyk, L. Newberg, J. O'Connor, P. Petterson, C. Schiff-Greatorex, L. Williams

1. President M. Mahony called the meeting to order at 12:04pm.
2. Announcements
  - a. Chapter Meeting October 2<sup>nd</sup> MWLR, 3-4:30pm. M. Mahony requested that the time be moved to 12pm. M. Malinowski will look into this.
3. Minutes approved for the May 6, 2015 meeting (Petterson / Fothergill)
4. Minutes approved for the retreat, August 13, 2015 (Petterson / Burkholder)
5. President's Report and Discussion

C. Schiff-Greatorex announced that there was a settlement for the two CSU-wide grievances that were filed by the AAUP against the BOR. The first grievance was for the biographical summaries requested by the BOR for all faculty up for promotion and tenure. The second grievance was for letters written by the university presidents indicating if there was anything in the candidates' files that would embarrass the universities. Both the summaries and letters were in violation of the promotion and tenure process. In accordance with the settlement, all the biographical summaries and letters that were inappropriately acquired will be removed. However, this material can't be removed from the Academic Affairs Standing Committee and BOR meeting minutes. Going forward, if any part of a promotion and tenure file were to be submitted to the BOR, it would be either the CV or the narrative. These are documents written by the candidate.

The next committee retreat will be before the start of the spring semester (date TBD) at S. Adair's home.

An Election Committee needs to be formed. M. Mahony proposes that this be done at the October meeting.
6. New Business
  - a. Endorsement of K. Kean, Negotiation Team replacement for D. Johnson.

K. Kean unanimously endorsed.
  - b. Contract Campaign
    - i. Evaluation of chapter Contract Campaign events to date  
New Faculty Reception, Welcome Back Fall Reception, and the student outreach event at the CAN Carnival went very well with good turnouts. This was attributed to an increase in publicity for the events. Also, having the Fall Reception immediately after the Provost's address may have been good timing. M. Malinowski will try to find a video copy of the

Provost's address. Some discussion focused on the message of the T-shirts—if they were intended for students or faculty. Discussion also focused on what the tone of the campaign should be. M. Mahony will talk to J. O'Connor about chairing the CCSU Contract Campaign Committee.

- ii. November Chapter Meeting  
A date for this meeting needs to be found. Wednesday, November 4, 2015, at noon, is proposed. M. Malinowski will look into finding a location. More meetings may be added to keep membership informed about the contract.
  - iii. New Sodexho catering policies  
M. Malinowski updated the committee on the new Sodexho catering policies. The Sodexho contract was approved and renewed for three years. The impact on the Union will be financial. There will be some cost increases and some added costs for some of their services. M. Malinowski hasn't yet received the bill for the receptions, but anticipates added costs. It was noted that many of Sodexho's services could be negotiation ahead of time to keep costs reasonable. As an alternative, events can be held off campus if a better price can be found. Sodexho is probably aware of this and would be willing to negotiate to keep the business. Concern was expressed about the amount of food at events that went to waste. M. Malinowski encouraged everyone to rsvp in order to get a more accurate count for food orders.
  - iv. CSCU – Work Life Family Conference, October 23<sup>rd</sup>  
The AAUP was invited to have an information table at the CSCU Work Life Family Conference. The conference will be held at CCSU. M. Mahony will talk to C. Schiff-Greatorex about this further.
  - v. Part-time Committee Campus Equity Plans  
The Part-time Committee is planning a week (October 26-30) of activities relating to equity. K. Kean will work with the Part-time Committee to provide information to the Executive Committee on what they would like to do and what they need.
  - vi. Other Events  
The Union was invited to participate in the Club Fair (already taken place) and Homecoming Weekend. In the past, membership participation in these events has been very low. M. Mahony stated that it is important to have a presence at these events to raise awareness about the Union.
  - vii. Student Organizer  
M. Mahony expressed the need to hire a student assistant to work with the Executive Committee to help coordinate and organize outreach events. The Chapter has money available to do this. A specific plan and job description for this position will need to be worked out. M. Mahony has a student in mind for this position. This student, Isabella Rodriguez, is the winner of last year's student activist award and is familiar with all the campus student organizations. It was suggested that in fairness this position should be posted and open to all. J. O'Connor offered to chair an Organizing Committee with P. Petterson and L. Williams.
  - viii. Costs  
Discussion focused on how much to pay a student organizer and how comfortable the committee was spending down its balance. M. Mahony suggested to pay \$10 - \$15 per hour depending on experience. M. Mahony proposed to transfer \$4000 to the Organizing Committee. All were in favor.
- c. CCSU-AAUP Communication

Discussion on this section will be tabled for the next meeting. T. Burkholder agreed to chair the Communications Committee.

d. Time of ExCom Meetings

7. Old Business

8. Standing Reports

Treasurer's Report (M. Cistulli). The budget was approved as amended (Burkholder / Petterson). The Treasurer's report was approved (Burkholder / Petterson).

Grievance & Contract Administration (L. Williams). The Committee worked with two grieved faculty members to reach a deal to help them improve and be re-assessed. A department raised an issue about accreditation reports being worked on over the summer. The department preferred to be paid in cash and not receive load credit for their work. The administration replied that they do not have cash for this, only load credit. This issue about overloads will need to be looked into further. A student not receiving the grade they wanted filed a complaint with the Office of Diversity & Equity accusing a faculty member with discrimination. This Office is also working with a complaint from one faculty member against another involving sexual discrimination. A part-time faculty member resigned because of an accusation of sexual misconduct. The Committee will attend a step three grievance hearing for a faculty member who was suspended without pay.

Part-Time Advisory Committee. The Committee is working on Equity Week plans.

Senate. The Senate will be working on three issues this year: the reform of FYE, the reduction of online education credits, and an online learning policy. There will also be an effort to improve communications with the administration.

Liaisons. There will be an effort to get the liaisons more active in the Organizing Committee and in identifying problems within their departments.

9. Other

10 The meeting was adjourned at 1:30pm.

Respectfully submitted,

Dana Hanford  
Secretary