

Union News

Connecticut State University
American Association of University Professors

CSUS Day at the Capitol

CSU-AAUP and SUOAF-AFSCME will be sponsoring their 3rd annual "Day at the Capitol" on Thursday, March 29. The goal is to raise legislators' awareness of CSUS, and our collective legislative priorities, including funding for additional full-time faculty lines. This year, in addition to the legislative breakfast, CSUS Day will include an afternoon reception. We hope that by extending the event more members will be able to attend all or part of the day.

The day will begin with a legislative breakfast at 8:30am in the Officers' Club at the State Armory. In addition to the legislators and legislative staff, the statewide officers and congressional delegation will be invited. Members of the Board of Trustees, Chancellor Carter, and campus presidents will also be attending the breakfast. An optional advocacy training session will be provided at 10:00am. An afternoon reception is planned for 4:00-7:00pm in the Hall of Flags. Appointments with individual legislators will be scheduled for members throughout the day. We will make our best effort to accommodate your schedule.

The CSU System Office is coordinating activities to compliment our advocacy day by celebrating the 25th anniversary of CSUS as a university system. The

Chancellor's Office has arranged for tables to be set up in the concourse connecting the Legislative Office Building to the Capitol. Each university will have two tables to showcase their achievements in their communities. The System Office is also creating a CSUS Legislator Yearbook, honoring CSUS alumni currently serving in the State Legislature. These legislative alums will be recognized with a special pin.

Last year close to 50 faculty and professional staff attended the event and over 35 legislators and/or legislative staff were present at the breakfast as well as the Lieutenant Governor, State Comptroller, and the Deputy Secretary of State. Face-to-face contact with legislators has proven to be an excellent way for our members to advocate for improved funding for CSUS on behalf of their students and peers. CSU-AAUP strongly encourages all of its members to attend. This is an opportunity to speak directly to legislators and explain what being a faculty member really entails.

If there are enough participants from each campus to warrant a bus, CSU-AAUP will provide transportation to and from the Capitol. If you are interested in attending CSUS Day at the Capitol, please contact Ellen Benson at (860) 832-3793 or at bensonell@ccsu.edu.

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Contract Progress

The 2007-2011 proposed contract was overwhelmingly approved by the CSU-AAUP membership by a total vote of 821 to 86. The CSUS Board of Trustees held a special meeting on Friday, February 9 to take up ratification of the agreement. The Board unanimously ratified the contract, and it was submitted to the General Assembly later that day.

The General Assembly may approve the agreement as a whole

by a majority vote of each house or may reject the agreement as a whole by a majority vote of either house [Sec. 5-278 CGS]. (If rejected, the matter is returned to the parties for further bargaining.) The agreement shall be deemed approved if the General Assembly fails to vote to approve or reject the agreement within thirty days after such filing. This is the most likely outcome.

BOT Teaching Awards

At its meeting on February 9, 2007, the Board of Trustees passed a resolution establishing the Trustees Teaching Awards. In the resolution, the Trustees stated that "the Board wishes to stimulate and recognize the values, standards of excellence and consistent quality of practice in teaching that are worthy of attention by the university community and beyond".

There will be a total of five awards granted: one award of \$1,000 to a faculty member from each university and one \$1,000 award to the individual who exemplifies high quality research throughout CSUS. To be eligible, individuals must be an Assistant or Associate Professor in a tenure-track or tenured position who have "distinguished themselves as outstanding teachers for at least five years and have a minimum of two years track record of promoting instructional improvements for their programs/departments." Recipients of the award will not be eligible for reconsideration for three years.

Nominations may come from individual faculty members, award committees, Deans, Directors and Department/Programs heads, administrators or self nominations. Nominees will be expected to submit evidence to demonstrate excellence and effectiveness in teaching and "in promoting collegial interactions at the program, department and/or school levels leading to demonstrable educational improvements for students during the last five years."

Each university will determine its own process for reviewing and recommending one appropriate candidate for consideration of the award. The nomination, if there is one, will be submitted to the Trustees for final selection. The CSUS Award will be selected from the four University Award nominees. The candidates will be reviewed by a committee composed of CSU Professors.

Nominations are due on March 19, 2007. Please look for more information from the Administration if you are interested in nominating a colleague or yourself for the award.



Save the Date! **CSU-AAUP** **Conference** **on Shared** **Governance**

Friday, April 20

CCSU, 9:00-3:00

More details to come

SCSU-AAUP P&T **Grievance Update**

SCSU-AAUP filed an individual grievance last spring on behalf of a member who was denied tenure by the president in her penultimate year. The member had received positive recommendations by all evaluative bodies and had been promoted the previous year by the same president. A chapter grievance was also filed on behalf of all members who were denied promotion or tenure by the president but had received positive recommendations from the P&T Committee.

At the internal arbitration process (Step 3), the Grievance Arbitration Committee determined that there was no violation in the case of the chapter grievance, and therefore it was denied. The Committee failed to resolve the individual grievance, and it will be appealed to outside arbitration (Step 4).

Governor's Budget

The Governor's budget, released on February 7, has some positives and negatives for public higher education. One of the most positive aspects of the Governor's budget for our students is the recommended \$12.8 million in additional student financial aid at public colleges. Rell explained that this increase in funding for Connecticut Aid for Public College Students could mean another 9,800 awards or an increase in current award levels.

The budget falls short of funding each of the three units of public higher education at current services level, however in the first year, CSUS' budget only falls \$137,801 short of a current services budget. In 2008-09, the proposed allocations falls \$278,496 short and we fall further behind.

CSUS had requested significant increases in bonding, asking for \$95.1 million in 2007-08 and \$119.3 million in 2008-09. The Governor recommended \$45.1 million and \$40.7 million for 2007-08 and 2008-09 respectively. Included in the bonding recommendations is \$21.5 million at SCSU and \$12.2 million at CCSU for various improvements.

The recommended operating budget request for UConn-Storrs fell \$11.6 million below their request. The budget does not include the \$2 million UConn requested for its eminent faculty program, which was intended to draw top scientists and faculty to the campus. The budget also does not include a relief program for the UConn Health Center in Farmington.

Nominations Sought for CSU-AAUP Officer Positions

The CSU-AAUP Nominating Committee is soliciting nominations for the positions of President, Vice President, Secretary, and Treasurer. CSU-AAUP members may nominate themselves or another member of the bargaining unit. Nominations will be accepted until noon on Friday, March 2, 2007.

The Nominating Committee is exploring the use of web-based e-voting software for elections in an effort to make it more convenient for voters. It will remain a secret ballot. Voters will be able to sign in to the election website with a unique username and password. The software is able to authenticate voters, error-check ballots before they are submitted, tabulate results, and prevent double-voting and security breaches.

If you do not receive emails from the AAUP office on a regular basis, we probably do not have your correct email address. In case the Nominating Committee decides to run online elections, please call your local AAUP office with your correct email address as soon as possible.

Only CSU-AAUP *members* will be allowed to vote in the election. Everyone is a member of the bargaining unit, but in order to become a member of the professional organization, you must sign a membership form. You can sign the form online at www.ccsu.edu/aaup/csu by clicking on Become a Member! You can also view the other benefits of membership at our website, such as discounts on cell phones, tires, theme parks, and insurance.

CSU-AAUP Public Relations Campaign

CSU-AAUP has begun a series of paid editorials in the *Hartford Courant* for the purpose of increasing the visibility of CSUS and emphasizing the need for additional full-time faculty. The editorials began appearing on Monday, January 29 and will run eight times, ending on Thursday, March 29 to correlate with CSUS Day at the Capitol. Members can view the editorials on our website at http://www.ccsu.edu/aaup/csu/public_relations_campaign.htm.

The paid editorials are only appearing in the *Hartford Courant* as we are reaching out to state

legislators, but **CSU-AAUP encourages its members to write letters to the editor of their local daily paper.**

CSU-AAUP has received suggestions for future editorial topics from some members. If any member is interested in writing an editorial to send to their local paper, CSU-AAUP would be happy to help gather any information you may need to write the piece. Please contact Ellen Benson at (860) 832-3793 or at bensonell@ccsu.edu if you are interested.

CSU-AAUP to Discuss Performing a Workload Study

Despite the fact that there is plenty of anecdotal evidence that the CSU-AAUP membership is overworked, the union's success in negotiations and arbitration rests on the availability of hard evidence to back up its claims, especially statistics and comparisons to peer institutions. While the CSU-AAUP Contract Negotiating Team had some data on workload, the information was generated by the university and based on previously accepted definitions associated with workload and load credit. CSU-AAUP is already planning for the next round of contract negotiations by formulating its own data, and researching various ways of defining "work" and "workload".

The CSU-AAUP Council will discuss performing a workload study at its next meeting. There are several different models for workload

studies, including those that have been performed at California State University, Arizona State University, and University of Northern Iowa. The workload study models aim to understand faculty work as more than simply credit hours taught. For example, the University of Northern Iowa study asked faculty to keep a tally for one week of hours spent working on campus (e.g., classroom, office, attending seminars, committee meetings, etc.); hours spent at home doing professional work directly related to their employment (e.g., preparing lectures or exams, correcting assignments or exams, reading professional literature or theses, etc.); hours spent away from home and campus that are directly related to their employment (e.g., attending meetings, conferences, symposiums, including travel time); hours spent on sick or annual leave; and hours spent on other activities directly related to their employment but which do not fit any of the other categories.

CSU-AAUP will keep you informed on any progress as more information becomes available.

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CSU-AAUP

We're on the web!

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CSU-AAUP

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