

Union News

Connecticut State University
American Association of University Professors

Looking to the Future

By David Walsh, CSU-AAUP President

I wish to express my gratitude to the membership for re-electing me the CSU-AAUP President in the April election. It has been an honor to represent my colleagues during the past three years; I consider this position the most important one I have ever held. I have sought to effectively represent AAUP members in the General Assembly, with the Governor's Office, and in interactions with CSU administrators and the Board of Trustees. I believe that we are in a stronger position in each of these relationships than we were three years ago.

The AAUP membership consists of diverse constituencies, including full-time faculty, contingent faculty, librarians, counselors, coaches, and non-instructional athletic trainers. I have done my best to represent the interests of each of these groups, but I have always believed that all of the constituent units share basic core interests and that we must remain unified to be successful. These interests include the right to salaries and benefits commensurate with our professional status, respect from administrators who must recognize the primacy of instruction in a university setting, and adequate state support for CSU as an institution, so that we can provide students with educational opportunities of

the highest quality.

The positive outcomes we have achieved in job security, reform of the grievance process, and in budgetary support from the General Assembly would not have been possible without the help of all of our members, and especially the hard work and dedication of the members of the CSU-AAUP State Council and the officers and executive committees on the four campuses. Our elected and appointed officers have given consistent and strong support to our legal, lobbying, and public relations efforts. On behalf of Vice President Arlene Bielefield, Treasurer Harlan Shakun, and Secretary Marty Levin, I wish to thank them publicly. Above all, I wish to acknowledge the work of our professional and dedicated staff members who have given me the benefit of their expertise and commitment.

Much work remains to be done. Lobbying must be a year-round effort, and if we are ever to attain budgetary parity with UConn, we must continue to aggressively educate legislators about the important role that CSU plays in the state's economy. Second, we must work with our colleagues at UConn and the community colleges to make funding for higher education a top priority for both the general population and

the members of the state legislature. To this end, we have begun preliminary discussions with UConn-AAUP and the Congress of Connecticut Community Colleges about creating an institute to promote the importance of public higher education. Thirdly, we must aggressively educate CSU administrators and the Board of Trustees about the need for more full-time faculty and other professionals to educate and provide services to our students. Finally, we must work with the administrations, at both the system and campus levels, to assure fair pay and benefits for contingent faculty members, as well as adequate resources and support for their teaching duties.

I encourage all members with issues to communicate with me through your local AAUP office or by calling me at home at (860) 684-4773. One of the greatest potential dangers in union leadership is isolation from the membership. It is imperative that you make me aware of problems or changing conditions on each of our campuses. It was a great morale builder for me to witness the participation of our members on CSU Lobby Day and to observe the hundreds of positive responses to our legislative alerts. Thanks to all who participated.

Local Chapters News

EASTERN

The President, Associate Vice-President for Human Resources, Faculty Senate President, and the AAUP President, will be meeting soon to discuss the management's recent involvement with the Promotion and Tenure Committee evaluation and notification process. It is likely they will come to a resolution.

CENTRAL

The Department Chairs at Central have been meeting regularly to discuss their duties as chairs. They feel overwhelmed with responsibilities that include purchasing supplies for the department and providing human resource support along with their academic responsibilities. They are concerned

about the future of their departments because it has been very difficult in recent years identifying faculty who are qualified and willing to take on the role of chair.

SOUTHERN

It has been brought to the attention of SCSU-AAUP that travel funds are very short this year. While the President generously added \$25,000 to the budget, there are still over 40 members who applied and did not receive any travel funds. In other news, SCSU-AAUP hosted a Chapter Meeting to present an updated draft of the plan to settle the overload grievance and get feedback from faculty. More feedback will be sought by sending the draft plan out to the membership for comment.

WESTERN

The Department Chairs at Western have also recently discussed the burdens of being a chair and have raised several concerns to the AAUP. The first is that they do not have enough support staff. While management disclosed that there are currently 140 secretarial positions throughout the university, WCSU-AAUP is interested in determining how many of those 140 positions are within academic departments. The second concern is the number of part-time faculty. While department chairs value part-time faculty contributions to the university, they require more support services in order to meet the needs of both the full and part-time faculty.

Part-time Faculty News

UNEMPLOYMENT BENEFITS

Can part-time faculty members receive unemployment benefits between semesters? The answer is that some part-time faculty members have successfully received unemployment benefits between semesters while others have been denied. The law is ambiguous.

Unemployment Insurance is defined as "temporary income for workers who are unemployed through no fault of their own and who are either looking for new jobs, in approved training, or awaiting recall to employment." Furthermore, the Connecticut Department of Labor web site states that "employees of public and nonprofit educational institutions may not be paid benefits based on services performed for such institutions between academic years or terms and during vacation and holiday recesses if they have a contract or reasonable assurance of returning to work in the same or similar capacity when classes resume."

However, it states in Article 4.6 of the CSU-AAUP Contract that "the parties recognize that part-time members have no guarantee of continuing employment." Therefore part-time members may legally receive unemployment benefits if they have not received a contract for the upcoming semester.

The process of applying for and receiving unemployment benefits requires the claimant to have an eligibility hearing with an adjudication specialist. This is the person who will determine whether the contract clause and any other proof you bring is enough to prove that you do not have reasonable assurance of returning to work when classes resume.

If you would like more information regarding applying for unemployment benefits or would like a copy of one part-time member's advice about applying for benefits, please contact Michelle Malinowski by email at MalinowskiM@ccsu.edu or at (860) 832-3790.

DEPARTMENT CHAIR SURVEY RESULTS

The CSU-AAUP Committee on Part-time Faculty Concerns distributed a survey to department chairs in the fall. The survey was an effort to understand working conditions for part-time faculty from department to department. Of the 120 department chairs that were surveyed, 66 responded, with a return rate of just over 50%. The results of this survey have also been compared to the results of the survey of part-time members, which were mentioned in the April edition of *Union News*, the CSU-AAUP Newsletter.

The results are as follows:

- When asked if part-time faculty have access to office space, more than 60% of department chairs said yes. In comparison, only slightly more than 50% of the part-time members surveyed said they were provided with office space.
- 70% of department chairs reported that part-time faculty have access to a computer, while slightly less than 50% of part-time faculty surveyed said they were provided with a computer.
- While a majority of chairs surveyed said they would most of the time or some of the time consider hiring a qualified part-time faculty member for special appointment or a full-time tenure track position, 9 departments chairs said they would never consider a part-time faculty member for a special appointment and 3 said they would never consider a part-time faculty member for a full-time tenure track position.
- According to department chairs, evaluation of part-time faculty is done regularly. Fifty-two of the sixty-six departments evaluate every semester.

The final report will be available soon. If you would like a copy, please contact Michelle Malinowski at (860) 832-3790.

Legislative Update --- Appropriations Budget

On April 18, the Appropriations Committee made higher education a priority in their budget recommendations, restoring funding to current services level. Connecticut State University's last current services budget was in 1995.

In addition, if adopted, this budget contains language which would exempt Higher Education from potential across-the-board cuts by the Governor should she need to find additional cost savings at a later date.

The Association was happy to learn that Representative Denise Merrill (D-Storrs), Co-Chair of the Appropriations Committee, recognized the higher education units—CSU, UConn, and the Community-Technical Colleges - for being the first to accept a wage freeze when the State was facing its last budget crisis. She also pointed out that Governor Rell cut all three higher education budgets in her proposal despite this fact.

CSU-AAUP is very pleased with the

Appropriations budget, however, it exceeds the Governor's proposal by approximately \$434 million, and she has pledged to veto the Appropriations budget if adopted. Governor Rell does exceed the spending cap in her budget, but despite that she repeatedly said she would not sign a declaration to go over the cap for the Appropriations Committee's proposal.

House and Senate Leadership have begun meeting with the Governor to negotiate final details of a budget. While there was some initial tension between House Speaker Jim Amann and the Governor, it now seems like all parties are willing to meet with the hopes of negotiating the final budget before the legislative session ends on June 8. In reality, their proposals are only \$650 million apart.

CSU-AAUP thanks all the members who attended CSU Lobby Day or contacted their legislators over this past semester in support of increased funding for CSU. We have

clearly made an impact and our collective voices have been heard. However, the job is not complete.

It is imperative that at this final stage that every member contact their legislator urging them to ensure that higher education remains a priority and to adopt the Appropriations Committee recommendations on Higher Education.

It is likely that millions will be cut from the Appropriations Committee budget recommendations before a final budget is reached. It will take a huge grassroots effort on our part to keep higher education as one of the General Assembly's top three priorities for budget negotiation.

If you have any questions on how to contact your legislator or would like a copy of a template email asking your legislator to keep higher education a priority, please feel free to call Ellen Matulewicz in the AAUP office at (860) 832-3793.

Health and Dental Insurance Changes

The state employee health insurance annual open enrollment period will be held from **May 23, 2005 through June 17, 2005**, for coverage effective July 1, 2005. Open enrollment fairs will be held statewide during the open enrollment period. **Employees who choose to remain with their existing plans do not have to complete a new health insurance enrollment statement.**

A number of changes have been made this year, including:

- ConnectiCare will not be offered after June 30, 2005. Employees who are currently enrolled in ConnectiCare will be defaulted into comparable Oxford Health medical plan options if they do not choose otherwise.
- Employees who reside outside of Connecticut will now be allowed to choose from two Out of Area Plans. The Oxford USA Plan will be offered as a new option and the Anthem Out of Area plan will continue to be available.
- PharmaCare will replace Anthem as the State's pharmacy benefits provider. This change does not impact benefits or co-pays. Employees will be mailed a PharmaCare prescription card and a pharmacy directory prior to July 1, 2005.

- UnitedHealthcare will replace Anthem as the carrier for the basic employee dental plan. This basic plan has similar benefits to the Anthem plan, allowing employees to visit any dentist. Employees who are currently enrolled in the Anthem plan will be defaulted into the comparable UnitedHealthcare basic dental plan option if they do not choose otherwise.
- Aetna DMO, a dental HMO plan, will replace the CIGNA Dental HMO. Employees currently enrolled in the CIGNA Dental plan will be defaulted into the comparable Aetna DMO plan if they do not choose otherwise.
- The State will offer a third dental plan choice, the UnitedHealthcare Enhanced Dental Plan which is a PPO Plan featuring Preventive and Diagnostic care covered at 100%. There is also coverage for orthodontia.
- The health insurance rates have been modified to reflect the premiums negotiated with the carriers.

Full details of plan choices will be available at the open enrollment fairs and in the HealthCare Options planner that will be mailed to all employees at home soon. Also, please visit the Comptroller's Web site at www.osc.state.ct.us for more

SEBAC Grievance

As reported in the January issue of *Union News*, the CSU-AAUP has asked the State Employees Bargaining Agent Coalition (SEBAC) to file a grievance on behalf of certain part-time faculty members. SEBAC will argue that part-time faculty should be eligible for health insurance coverage provided by the state when their combined teaching in the three units of public higher education meets the state's definition of full-time employment. Currently, part-time faculty are offered health insurance coverage, but the premiums must be paid for by the individual.

The last few months have been spent gathering information needed to file the grievance. Once this research is complete, the grievance will be filed and we will begin moving forward.

The question of how many load credits would make a part-time faculty eligible for health insurance will be determined through the grievance process.

SEBAC Attorney Dan Livingston believes the grievance has a good chance of being successful. CSU-AAUP will keep you updated on its progress as more information becomes available.

Preparing for Promotion and Tenure Review

If you are up for promotion or tenure in Fall 2005, it may be helpful for you to begin updating your application file over the summer. Only you can determine the best way to present your campus activities and achievements, so please consider this simply as a guide in preparing your materials.

Your application file should contain the basic documents to support the five categories listed in the contract, which include:

- Responsibilities for which you receive load credit, which could include teaching, research, department chair responsibilities; any and all activities for which you receive load credit;
- Creative activity appropriate to one's field, such as delivering papers at professional conferences, production/performance of artistic works, research, study and publication;
- Productive service to the department and university;

- Professional activity such as attendance and participation in conferences and workshops, membership and service in appropriate professional organizations and other professional activities.
- Years in rank.

The importance of the way the file looks cannot be neglected. Attention needs to be given to the way materials are included and inserted, the way written parts are composed, and the general physical appearance of the file.

Material should be organized in a logical fashion. The first items should be the three required recommendations from: 1) your DEC; 2) your department chair, if he or she is not on the DEC; and 3) your dean.

After the three required items, you should have an updated and current brief resume, preferably organized according to the five basic categories. Organized in this manner, the resume can serve as an index of the data and documentation in your application file.

Make sure to remember to document your accomplishments; it is not enough to just say you did something.

If you would like more information about preparing your promotion & tenure file, please call the CSU-AAUP office at (860) 832-3790 and request a copy of the "Getting It All Together: Your Promotion & Tenure File" brochure.

Save the Date!!

**CSU-AAUP Statewide
Conference for
Part-time Faculty**

Friday, September 30, 2005
9:00am-3:30pm

Western Connecticut State University
President's Conference Room

Westside Campus

A light lunch will be served

National AAUP Notes

EMERSON FACULTY STILL WITHOUT A CONTRACT—STUDENTS BOYCOTT CLASSES

Students at Emerson College undertook a two-day strike on April 14 and 15 in support of Emerson College faculty, who have been working without a contract since June 2004. The administration seeks to enforce an impossible choice between faculty unionism and faculty participation in academic governance. The faculty have continued to try to negotiate, and are now seeking binding arbitration to bring closure to the lengthy dispute. In spite of letters from the Massachusetts congressional delegation urging cooperation, and in spite of wide-spread student protest on the campus, the administration continues to refuse cooperation.

AKRON AAUP HOSTS TEACH-IN

On April 13 and 14, the University of Akron AAUP Chapter held teach-ins to urge the administration to negotiate a contract in good faith. The chapter is urging that the contract include provisions on academic freedom and faculty shared governance. A speech by faculty member Becky Erickson, outlining the issues, is available at: www.akronaaup.org/april05rally/ericksonaddress.htm.

AAUP'S NEW GRADUATE STUDENT COMMITTEE WRITES IN SUPPORT OF GRADUATE STUDENT RIGHT

Responding to the graduate student strikes at Yale and Columbia, the Graduate Student Committee wrote to the presidents of those two institutions urging them to recognize the graduate student unions on the two campuses. The committee also produced a statement of principles

on graduate student organizing which can be found at: www.aaup.org/Issues/Grad/finalstatementofprinciples.pdf.

GMU FACULTY DECRIES PATRIOT ACT

On April 13, the faculty senate at George Mason University passed a resolution critical of the broad investigative powers granted to law enforcement agencies after the Sept. 11 terrorist attacks, saying they could have a chilling effect on academic freedom.

ANNUAL MEETING

The AAUP 91st Annual Meeting will be held from June 9-12 at the Washington Court Hotel located in Washington, DC. Plenary speakers at this year's Annual Meeting will address threats and challenges to academic freedom during a time of heightened national security. Lisa Anderson, Dean of the School of International and Public Affairs, Columbia University, will lend her perspective as a specialist on the Middle East. Dean Anderson is the author of "The State and Social Transformation in Tunisia and Libya, 1830-1980" and of several articles on politics and government in the Middle East. She is the Past-President of the Middle East Studies Association.

Also addressing the meeting will be Allan E. Goodman, the sixth President of the Institute of International Education. Previously, Dr. Goodman was Executive Dean of the School of Foreign Service and Professor at Georgetown University. He is the author of several books on international affairs including "A Brief History of the Future: The United States in a Changing World Order." Dr. Goodman also served as Presidential Briefing Coordinator for the Director of Central Intelligence and as Special Assistant to the Director of the National Foreign Assessment Center in the Carter Administration.

Tariq Ramadan, formerly professor of philosophy at the College of Geneva and professor of Islamic Studies at the University of Fribourg will also be a speaker. A Swiss national, Professor Ramadan was appointed Henry R. Luce Professor of Religion, Conflict and Peacebuilding at the Kroc Institute of the University of Notre Dame, a position he was unable to assume after his work visa was revoked by the U.S. State Department. Professor Ramadan will participate long distance from Switzerland.

The Annual Meeting is a once-a-year gathering open to all AAUP members. Association members, have the power to take final action on Council and committee recommendations, to require the Council to report back at future meetings on particular subjects, and to propose actions which, upon the concurrence of the Council, shall become Association policy.

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