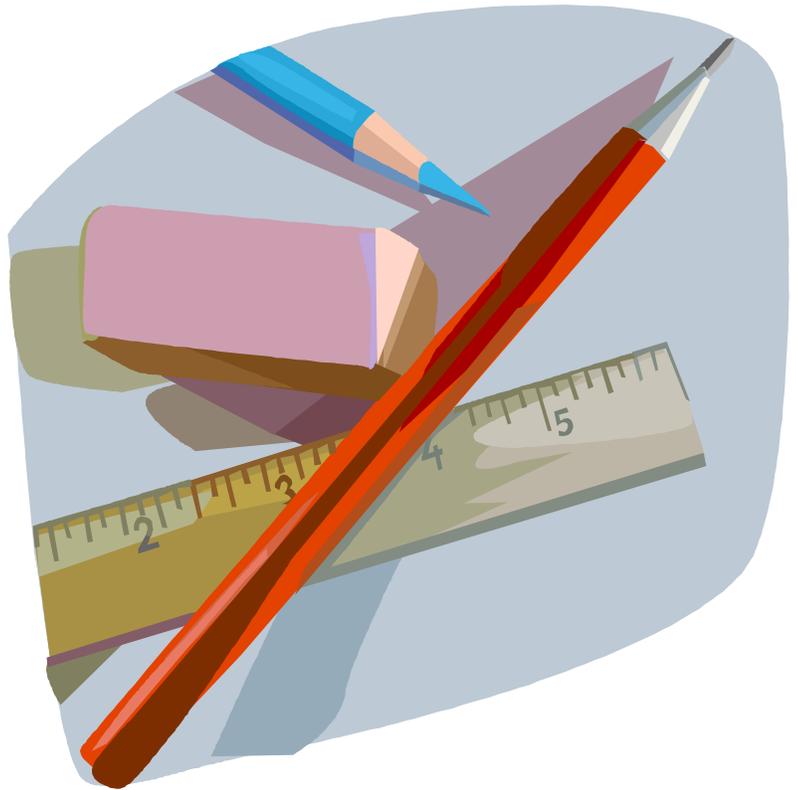


Union News

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American Association of University Professors**

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Dates to Remember

(Contract dates may be superseded by Senate guidelines)

- 11/13:** Dean submits recommendations for penultimate year tenure candidates (January hires); DEC submits evaluations and appropriate recommendations to the Dean for second year or later renewals (Jan. hires), penultimate tenure candidates (August hires), and promotion candidates
- 11/25:** University-wide P&T Committee submits recommendations to the Provost for penultimate year tenure candidates (Jan. hires)
- 11/30:** Provost takes required action and informs penultimate year tenure candidates (Jan. hires) of his decision
- 12/1:** DEC submits evaluations and appropriate recommendations to the Dean for professional assessment candidates; Dean submits recommendations for second year or later renewal candidates (Jan. hires)
- 12/18:** Dean submits recommendations for penultimate year tenure candidates (Aug hires) and promotion candidates

Union News

CSU-AAUP

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Ready for Winter?

Snow Tires

Town Fair Tire offers a 10% discount off any tire or wheel purchase at all 70 locations in CT, MA, RI and NH. You will also receive free lifetime flat repair, mounting, and lifetime rotation. In addition, you will receive free front wheel alignment with any tire purchase, free installation mounting with every tire purchase, and free snow tire changeover.

Planning a Trip for the Holidays?

Alamo Rent-A-Car and **National Car Rental** provide discounts to CSU-AAUP members including up to 20% off regular prices and unlimited mileage.

Through membership in CSU-AAUP, members are entitled to **discounts off general admission to Anheuser-Busch Adventure Parks**. Parks include Busch Gardens and Water Country USA in Williamsburg, VA; Busch Gardens and Adventure Island in Tampa Bay, FL; Sea World Adventure Parks in Orlando, FL, San Diego, CA, and San Antonio, TX; and Sesame Place near Philadelphia, PA. Visit www.adventureclubonline.com and sign up for these savings and print coupons directly from a computer.

For information about how to obtain these benefits, contact your local AAUP office.

CSUS by the Numbers

CSUS had nearly two hundred employees retire under the state's retirement incentive program in June and July 2009. Of those retirements, more than two-thirds were from the AAUP bargaining unit.

Unit	CCSU	ECSU	SCSU	WCSU	Total
AAUP	29	6	37	7	79
A&R	3	1	1	1	6
Clerical	8	2	16	7	33
CPFU	2	1	0	0	3
Mgmt. Conf.	4	0	4	1	9
Maintenance	10	4	18	8	40
SUOAF-AFSCME	12	1	10	2	25
Total	68	15	86	26	195

Due to the high number of vacated AAUP positions, there has been an increase in special appointments on the four campuses. It is interesting to note though that the number of special appointments exceeds the numbers of faculty retirements on all but one campus, SCSU.

University	New Special Appts.	Returning Special Appts.	Total
CCSU	43	22	65
ECSU	16	10	26
SCSU	20	13	33
WCSU	23	3	26
CSUS	102	48	150

As expected, the number of full-time faculty has decreased slightly from fall 2008 to fall 2009 and the number of part-time faculty has significantly increased. The CSU System is down 49 full-time faculty and is up 243 part-time faculty.

Full-time Faculty			
University	Fall 2008	Fall 2009	Difference
CCSU	485	479	-6
ECSU	227	223	-4
SCSU	485	447	-38
WCSU	250	249	-1
CSUS	1447	1398	-49

Part-time Faculty			
University	Fall 2008	Fall 2009	Difference
CCSU	506	556	+50
ECSU	263	278	+15
SCSU	662	728	+66
WCSU	277	389	+112
CSUS	1708	1951	+243

The CSU System reports record enrollments for fall 2009, an increase of between 3 and 5 percent, above a year ago. At most CSU campuses this has led to an increase in the number of courses and sections offered.

University	Fall 2009 Courses & Sections Offered	Fall 2008 Courses & Sections Offered	Difference
CCSU	2,484	2,602	-118
ECSU	1,433	1,345	88
SCSU	2,513	2,294	219
WCSU	1,473	1,399	74
CSUS	7,903	7,640	263

Dependent Care Assistance

The Dependent Care/Day Care Assistance Program (DCAP) provides a tax-free way for you to pay for dependent care expenses, allowing you to save money on the cost of these services. This program operates in a similar manner to a Health Savings Account (HSA). You may contribute up to \$5,000 of your salary to your DCAP (\$2,500 if you file taxes separately), and the amount contributed to the DCAP is not subject to federal, state or social security taxes. If you are married, your spouse must also work, be a full-time student, or be disabled. **The open enrollment period for the 2010 Plan Year is from November 1 through November 30, 2009.**

You may use the DCAP funds for services for children under the age of 13, whom you are entitled to claim as dependents on your federal income tax return and/or a disabled spouse or other disabled dependent who spends at least eight hours a day in your home. The approved services include care at licensed nursery schools, day camps (not overnight camps) and child care centers which provide day care as well as services from individuals who provide care in or outside your home (not including your or your spouse's dependents or children under age 19).

If you are currently participating in the DCAP program, you must complete a new election form for the 2010 plan year. Enrollment forms may be downloaded from the State Comptroller's website (www.osc.state.ct.us) or the Progressive Benefits Solution website (www.ctpbs.com). Enrollment forms must be postmarked by November 30, 2009. If you have any questions, please contact Progressive Benefit Solutions at 1-866-906-8023.

October Council Meeting

At its October 15 meeting, the CSU-AAUP Council:

- Authorized sending up to 10 persons to the Labor Law and Labor Arbitration conference hosted by the Labor Arbitration Institute in New York City on December 4.
- Approved purchasing an advertisement in the Connecticut Citizens Action Group's 2009-2010 Consumer Handbook .
- Discussed the issue of hiring individuals serving in special appointments for tenure track lines without performing an affirmative action search.
- Discussed the status of certain grievances and unfair labor complaints.
- Held a discussion about the recent four dinners that AAUP representatives had with the Board of Trustees, Chancellor, and faculty senate representatives.
- Discussed the matter of SEBAC filing a grievance on the "steering" of members into the Alternate Retirement Plan.

The National Center for the Study of Collective Bargaining in Higher Education and the Professions launched the online *Journal of Collective Bargaining in the Academy* last month. You can read it at <http://www.library.eiu.edu/ncscbhep/journal/>

New Faculty Majority

As part of Campus Equity Week, an international event to draw attention to the increasing reliance on part-time faculty, CSU-AAUP invited Peter D.G. Brown, Distinguished Service Professor of German (SUNY New Paltz) and a founding member of the “New Faculty Majority”, to be the keynote speaker at a forum on Wednesday, October 28 and to lead a workshop on Thursday, October 29.

In his keynote speech, Dr. Brown noted that approximately two-thirds of those teaching at universities currently are not on the tenure track. The prevalence of casualized labor in the academia has many drawbacks, including undermining academic freedom, destroying shared governance, undermining teaching effectiveness, maximizing vulnerability to political pressures, demeaning and decreasing the status of the teaching profession, decreasing faculty control over curriculum, threatening the benefits for all workers at the university, decreasing support for advance research, and encouraging unfair employment practices across all fields beyond the professoriate.

At SUNY, Dr. Brown, a tenured, full-time faculty member helped adjuncts organize by forming an interest group for them outside of the union, called the Adjunct Faculty Association (AFA). The AFA put pressure on the union and as a result, they received a significant salary increase within a matter of months. Following that success the AFA leaders ran for positions on the union’s Executive Committee and won. Through the SUNY Delegate Assembly of the union, they began spreading the word to other campuses in the SUNY System. Dr. Brown also helped to establish the New Faculty Majority, a national organization to promote the equitable treatment of and advancing academic freedom for all adjunct and contingent faculty, which was founded earlier this year. For more information, visit www.newfacultymajority.info.

CSU-AAUP has supported and sponsored Campus Equity Week activities since 2001.

AAUP Organizing at UConn Health Center

Reprinted from The Hartford Courant

Faculty members at the University of Connecticut Health Center will vote next month on whether to unionize.

The vote will be held Nov. 17 and 18, from 6 a.m. to 7:30 p.m. Teaching, research and clinical faculty members are eligible to vote. If they vote to unionize, they would form a new chapter of the American Association of University Professors, which represents UConn faculty on the Storrs and regional campuses.

Ed Marth, executive director of the Connecticut Chapter of AAUP, said the union effort comes against the backdrop of a financially difficult time for hospitals, state budget cuts that hit health center workers and concerns about a proposed merger of the health center and Hartford Hospital.

"We happen to think, and a number of faculty happen to think, that the best way to work on that collaboratively would be to form an organization, rather than being top-down dictated to," he said.

The health center administration opposes faculty unionization. In an August message, medical school Dean Cato Laurencin acknowledged the challenges and uncertainty the health center faces, but wrote that he believes "faculty unionization is NOT a solution."

"To the contrary, in my opinion, it would compound the challenges we face and greatly diminish the health center's ability to succeed," Laurencin wrote.

Two previous attempts to unionize health center faculty in recent years failed. In 2000, physicians, dentists and researchers voted 261-147 against a proposal to join Connecticut Council 4 of the American Federation of State, County and Municipal Employees and the Union of American Physicians and Dentists.

In a similar vote 18 months earlier, faculty members voted 250-169 against a union.

The health center has 4,939 employees, of which 3,868 are unionized.

National AAUP: Conversion of Appointments to the Tenure Track

Reprinted from AAUP Online

The last four decades have seen a failure of the social contract in faculty employment.

With more than two-thirds of faculty working outside the tenure stream or for wages that would embarrass Wal-mart, the once-reliable regime of professional peer scrutiny in hiring, evaluation, and promotion has all but collapsed.

The Profession Agrees

In opposition to this trend, a powerful new consensus is emerging that it is time to stabilize the crumbling faculty infrastructure.

Concerned legislatures and administrators have joined faculty associations in calling for dramatic reductions in the reliance on contingent appointments. But how shall we get there?

Conversion to Tenure

By far the best stabilization practices are those that include the rigorous professional peer scrutiny of the tenure system. Managerial plans for hiring and assessment rarely approach the level of scrutiny that faculty peers apply to themselves. There is no basis in AAUP policy for regarding those in teaching-intensive positions as second-class citizens or ineligible for tenure.

A new draft report (<http://www.aaup.org/AAUP/comm/rep/conversion.htm>) surveys several noteworthy forms of stabilization practiced or planned at a variety of

institutions, highlighting those that feature conversion to tenure for faculty already employed at the institution.

We invite your detailed comment (email gbradley@aaup.org with the subject line "Conversion of Appointments to the Tenure Track"). We have continued to research stabilization practices and will add further examples, comment, and analysis to the final report.

We'll share some of this continuing research and comments on the National AAUP Web site (www.aaup.org).

- Marc Bousquet & Mayra Besosa, Co-Chairs, Committee on Contingent Faculty and the Profession

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