

# Union News

Connecticut State University  
American Association of University Professors

## P&T Grievance Update

In a settlement, CCSU President Miller agreed to reconsider his decisions regarding the promotion and tenure of those faculty members whose cases fit the criteria for the CCSU-AAUP chapter grievance.

He recently completed his re-review and overturned one of his decisions, recommending one faculty member be promoted to Professor. However, the President did not reverse his decision on the other well-deserving candidates.

CCSU-AAUP and CSU-AAUP are committed to supporting the other three individuals who were again denied promotion, and in one case penultimate tenure, in any ways that it can to ensure that their cases receive fair treatment and their rights are protected.

As reported in the September issue, SCSU-AAUP also filed two promotion and tenure grievances that are still pending.

### Inside this issue:

National AAUP Proposes New Institutional Regulation on Part-time Appointments	2
Inauguration of Chancellor Carter	4
Council Notes	4
2006 Legislative Endorsements	5
New CSU-AAUP Website Launched	6
Faculty Rankings	6

## Negotiations Update: Proposals Exchanged

*Reprinted from the Union Rag*

The CSU-AAUP negotiating team and representatives of the Board of Trustees exchanged contract proposals on September 28. Both sides have proposed a four-year contract effective August 2007. Highlights are briefly listed below. Not enumerated are proposals that make relatively minor changes, formalize existing practice, or whose purpose is primarily to clarify language. Proposals are keyed to current contract articles. Keep in mind that these are initial proposals only. Both sides must agree to any changes and typically language is modified, sometimes considerably, in the course of negotiations.

### BOARD OF TRUSTEES:

4.4: Eliminate bringing in prior service toward tenure.  
4.11.12: Promotion and Tenure Committee submits recommendations to the President or the Chief Academic Officer. If the Chief Academic Officer is the ultimate decision maker and disagrees with two of the previous three recommendations in denying tenure, President will review the Chief Academic Officer's decision. The President's determination in the penultimate year is not subject to arbitration.

4.15: Creates a new position of endowed chair, with 20% higher salary and expedited tenure process.

5.6: Criteria for recommending CSU Professors are the same as for promotion and tenure.

5.23: Deans shall evaluate chairpersons annually.

6.3: Creates new rank of Assistant Coach, with minimum B.A. education.

10.5: Extends time to reduce excess FLCs from 3 semesters to 3 years.

11: No proposals made on compensation or special funds

15.5.3: Reduces Step 3 grievance arbitration committee to two persons, the CSU-AAUP President and Chancellor, or their designees.

### AAUP

### Professional Rights and Responsibilities

4.6: Part-time faculty who have been employed for 6 consecutive semesters or have taught 24 load credits shall be offered multi-semester contracts.

4.6.1: If a class scheduled to be taught by a part-time faculty is cancelled within 14 days prior to the start of the semester, the faculty member will be paid for one FLC.

*Continued on Page 3*

# AAUP Proposes New Institutional Regulation on Part-time Appointments

*Reprinted from National AAUP*

The American Association of University Professors has formulated a proposed addition to its long-standing Recommended Institutional Regulations, which set forth rules that derive from AAUP policy statements in language suitable for use by an institution of higher education. The proposed new regulation lays out best practices for renewal or nonrenewal of part-time faculty appointments and delineates the rights that should be afforded to all part-time faculty and to those with specific lengths of service. The regulation says, in part, that:

- All part-time faculty members should receive the terms of appointment in writing and should have a right to a hearing in case of dismissal before the end of the period of appointment.
- Those who have served for three or more terms within three years should receive written notice of reappointment or nonreappointment no later than one month before the end of the existing term of appointment; receive written reasons, if requested, in case of nonreappointment; and have a right to appeal a nonreappointment that appears to be discriminatory, based significantly on considerations violating academic freedom, or attributable to inadequate consideration.
- Prior to consideration of reappointment beyond a seventh year, part-time faculty members who have taught at least twelve courses or six terms within those seven years shall be provided a comprehensive review with a view toward (1) appointment with part-time tenure where such exists, (2) appointment with part-time continuing service, or (3) nonreappointment.

The proposed regulation was authored by a joint subcommittee of the AAUP's Committee A on Academic Freedom and Tenure and the Committee on Contingent Faculty and the Profession and was approved by both parent committees for publication.

"This historic document breaks new ground that is essential to the preservation of academic freedom," AAUP president Cary Nelson says. "Upon its implementation as policy, many of our most vulnerable colleagues will now have the due process

and job security they need to be able to address controversial issues without fear of immediate reprisal."

Full text of the draft can be found on the AAUP's Web site at [www.aaup.org/AAUP/issued/contingentfaculty/parttimerir.htm](http://www.aaup.org/AAUP/issued/contingentfaculty/parttimerir.htm). Comments about this proposed regulation are welcome from AAUP members and should be emailed to Gwendolyn Bradley ([gbradley@aaup.org](mailto:gbradley@aaup.org)). The text may be revised in response to comments and will be considered at a later date by the AAUP Council for adoption as AAUP policy.

Any change in the terms and conditions of CSU part-time faculty contracts must be negotiated with the Board of Trustees.

## AAUP-CSU Research Grants: The Inside Story

Monday, October 23, 2006

1:05 - 1:55 p.m.

SCSU, Adanti Student Center, Room 309

- Why are some proposals funded while better ideas go wanting?
- What are the little adjustments that can turn a losing proposal into a winner?
- Which guidelines are more like regulations and which are just for politics?
- How can I explain my project so that a mismatched reader can appreciate it?
- Is there something I should include that isn't in the guidelines?
- What topics should be handled delicately?
- Where does that budget go?

Join us for an inside look at the reading process for the AAUP-CSU research grants. Participants will include experienced readers, successful proposers, and Patricia Zibluk, (director of SPAR)

Any questions or concerns contact AAUP at x25975 or email [AAUP@southernct.edu](mailto:AAUP@southernct.edu).

## **Negotiations Update: Proposals Exchanged**

*Continued from Page 1*

4.8.2: Special appointees who are subsequently hired into tenure-track positions shall be considered new appointees for purposes of salary and rank.

4.12: Professional assessment will be done using a specified form.

4.13: Dean may require a DEC to design a special assessment evaluation.

### **Faculty Participation**

5.17.2: No change in existing class size limits shall be made without consent of the department.

### **Coaches and Trainers**

6.1: Duties and responsibilities of coaches and athletic trainers defined.

6.2.3: Contracts of full-time coaches and non-instructional athletic trainers contracts may be for as much as 5 years during initial 5 years of employment and no less than 3 years thereafter.

6.2.2: When head coaches leave for any reason before the end of their contracts, assistant coaches' contracts may be terminated upon payment of the remainder of their contracts.

6.4: Average work week of coaches and non-instructional athletic trainers shall be no more than 35 hours and they shall follow the holiday schedule in Article 10.1.1.

6.5.3: Athletic departments shall have elected chairs with specified functions.

6.7.1: Athletic coaches on defined term appointments shall have annual evaluations.

6.10: Evaluation criteria and categories for Strength and Conditioning Coaches specified, and evaluation time table established

### **Counselors**

7.6: Establishes a 170 day work year and at least one counselor per 1511 students.

### **Librarians**

8.7: Work year definition is same as teaching faculty,

with option for 12-month appointments with pro-rated salary.

### **Working Conditions**

9.1: Minimum standards of office size, equipment, and classroom conditions established.

9.3: AAUP members shall have individual reserved parking spaces reasonably close to their workplaces.

9.4.1: Each department shall have at least one full-time secretary for every 10 FTE members.

9.4.7: Budgets shall be sent to departments at least 60 days prior to the beginning of the fiscal year.

9.4.8: University shall pay professional memberships required for accreditation.

### **Workload**

10 (new): No full-time teaching faculty shall be required to teach more than 9 FLCs of a 12-FLC load each semester.

10.2: One hour of classroom activity (including labs) equals 1 FLC.

10.3: FLC compensation for large classes increased slightly. Classes that are part of a degree program shall not be cancelled without consent of the department.

10.4.1: Independent study FLC increased to 1/6 FLC per student credit.

10 (new): Each academic program director and coordinator shall receive no less than 3 FLCs of reassigned time per semester.

10.6.1: Reassigned time for department chairs increased to a minimum of 6 FLCs to a maximum of 16.5 FLCs per semester.

10.6.4: Reassigned time for research increased (to 100 FLCs per semester at ECSU and WCSU, 200 at CCSU and SCSU).

10.8.1: The University shall distribute 1 FLC to each faculty member for each unit the university FTE student/full-time faculty ratio exceeds 20/1. (This provisions replaces the former part-time cap.)

10.9.1: Faculty shall be compensated with fractional FLCs when their advisee load exceeds 20 students.

10.16: Ownership of intellectual property more rigorously defined.

*Continued on Page 4*

## **Negotiations Update: Proposals Exchanged**

*Continued from Page 3*

### **Distance Education (new 9-section article)**

Working conditions and responsibility for electronic resources specified.

### **Summer School and Intersession**

11.2 Salaries increased by 6.5% per year for each rank.

### **Compensation**

12.1.1: A joint CSU-AAUP salary equity committee shall submit a report to the Chancellor no later than May 31, 2009.

12.3: The total AAUP payroll shall increase by 6.5% each year. (The maximum salaries in each rank increase by 4.1% to 4.2% each year.)

12.5.3: The dollar amount of the rank multiplier shall increase to \$2.55 in the first year of the contract and to \$2.71 thereafter.

12.5.5: Chairpersons' stipends increased to .6% of maximum salary for a full professor for each FLC of reassigned time in the previous academic year.

12.8 Part-time pay rates increased by 6.5% each year and salary groups condensed to five.

12.10.1: Travel, faculty development, research grants, curriculum-related activities, and retraining funds increased by 28% in the first year and 6.5% each subsequent year. The relative distribution funds are slightly realigned, providing proportionately greater amounts for travel

### **Leaves and Fringe Benefits**

13.1: Part-time members eligible for personal leave days with pay.

13.4.2: Six weeks of paid parental leave granted on birth of a child or adoption. Additional sick leave may be used for medical reasons associated with pregnancy and childbirth.

13.12.1: Longevity base shall increase to 3% of the maximum salary for each rank.

**Copies of the proposals are located in each AAUP Chapter Office and will soon be posted on the CSU-AAUP website, [www.ccsu.edu/aaup/csu](http://www.ccsu.edu/aaup/csu).**

## **Inauguration of Chancellor Carter**

David G. Carter will be inaugurated as the fourth Chancellor of the CSU System on Friday, October 20, 2006 at 11:00 am at Welte Hall on the campus of Central Connecticut State University. All faculty members have been invited and the AAUP urges you to attend the event

Both AAUP leadership and members at Eastern Connecticut State University have worked closely with Dr. Carter during the 17 years he served as Eastern's President and regard him to be faculty-friendly, honest, and fair. Further, Carter has proven to be very respectful of and responsive to faculty needs since his appointment as Chancellor.

CSU-AAUP hopes that you will attend Chancellor Carter's Inauguration on October 20 and congratulate him on his appointment.

## **Council Notes**

- The 2006-07 budget was passed. A copy can be found on our website, [www.ccsu.edu/aaup/csu/Council06-07Budget.pdf](http://www.ccsu.edu/aaup/csu/Council06-07Budget.pdf)
- The CSU-AAUP Council agreed to send up to 25 people to the Connecticut Lobbying Conference on October 19 in Hartford.
- Authorization for purchase of an advertisement in the Connecticut Citizen Action Group Consumer Handbook and the program book for the Annual Awards Dinner of the Connecticut Women's Education and Legal Fund.
- A donation was approved in the amount of \$1500 to the AAUP chapter at the University of Colorado who are facing some serious challenges.
- President Walsh announced the formation of a "Blue Ribbon Commission on the Future of CSU".
- President Walsh will be meeting with a public relations firm to discuss a plan for the upcoming legislative session.

## 2006 Legislative Endorsements

The CSU-AAUP Political Committee endorses candidates for political office at the state level who support our legislative priorities. The committee created a questionnaire to determine each candidate's support for funding for additional full-time faculty as

well as their opinions on other issues facing public higher education. Once the questionnaires were returned, the committee met and endorsed the following candidates, based on their responses:

**Statewide Offices**

**Governor** John DeStefano (D)  
**Treasurer** Denise Nappier (D)  
**Comptroller** Nancy Wyman (D)

**Senate**

<i>Name</i>	<i>District-Party-Town</i>
John Fonfara	1—D—Hartford
Eric Coleman	2—D—Bloomfield
Gary LeBeau	3—D—E. Hartford
Mary Ann Handley	4—D—Manchester
Jonathon Harris	5—D—W. Hartford
Don DeFronzo	6—D—New Britain
Steve Berry	8—D—New Hartford
Paul Doyle	9—D—Rocky Hill
Toni Harp	10—D—New Haven
Martin Looney	11—D—New Haven
Edward Meyer	12—D—Guilford
Tom Gaffey	13—D—Meriden
Gayle Slossberg	14—D—Milford
Joan Hartley	15—D—Waterbury
David Zoni	16—D—Southington
Joe Crisco	17—D—Woodbridge
Edith Prague	19—D—Columbia
Andrea Stillman	20—D—Waterford
Chris Jones	21—D—Shelton
Bill Finch	22—D—Bridgeport
Edwin Gomes	23—D—Bridgeport
Bob Duff	25—D—Norwalk
Andrew McDonald	27—D—Stanford
Donald Williams	29—D—Brooklyn
Tom Colapietro	31—D—Terryville
Eileen Daily	33—D—Westbrook
Tony Guglielmo	35—R—Stafford Sprgs.
Frank Farricker	36—D—Greenwich

**House**

Jason Bartlett	2—D—Bethel
Kelvin Roldan	4—D—Hartford
Marie Kirkely-Bey	5—D—Hartford
Art Feltman	6—D—Hartford
Douglas McCrory	7—D—Hartford

**House Continued**

<i>Name</i>	<i>District-Party-Town</i>
Joan Lewis	8—D—Coventry
Henry Genga	10—D—E. Hartford
Mike Christ	11—D—East Hartford
Ryan Barry	12—D—Manchester
John Thompson	13—D—Manchester
Kathy Hale	14—D—S. Windsor
Faith McMahan	15—D—Bloomfield
Linda Schofield	16—D—Simsbury
Andrew Fleishmann	18—D—W. Hartford
Beth Bye	19—D—W. Hartford
Dave McCluskey	20—D—W. Hartford
Demetrios Giannaros	21—D—Farmington
Tim O'Brien	24—D—New Britain
John Geragosian	25—D—New Britain
Peter Tercyak	26—D—New Britain
Sandra Naifs	27—D—Newington
Joe Aresimowicz	30—D—Berlin
Jim O'Rourke	32—D—Cromwell
Joseph Serra	33—D—Middletown
Gail Hamm	34—D—E. Hampton
James Field Spallone	36—D—Essex
Ed Jutila	37—D—Niantic
Elizabeth Ritter	38—D—Waterford
Diana Urban	43—R—N. Stonington
Donald Gladding	44—D—Plainfield
Melissa Olson	46—D—Norwich
Linda Orange	48—D—Colchester
Walter Pawelkiewicz	49—D—Windham
Sherri Vogt	50—D—Brooklyn
Shawn Johnston	51—D—N. Grosvenordale
Bryan Hurlburt	53—D—Tolland
Denise Merrill	54—D—Storrs
Claire Janowski	56—D—Vernon
Ted Graziani	57—D—Ellington
Kathleen Tallarita	58—D—Enfield
Derek Donnelly	61—D—W. Suffield
George Wilbur	63—D—Colebrook
Roberta Willis	64—D—Lakeville
Mary Lynch Sullivan	70—D—Naugatuck

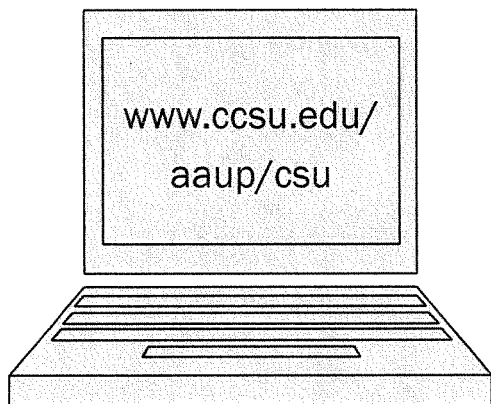
**House Continued**

<i>Name</i>	<i>District-Party-Town</i>
John Mazurek	80—D—Wolcott
Bruce Zalaski	81—D—Southington
Emil Altobello	82—D—Meriden
Catherine Abercrombie	83—D—Meriden
Chris Donovan	84—D—Meriden
Mary Mushinsky	85—D—Wallingford
Ashley Chow Joiner	86—D—Northford
Steve Fontana	87—D—North Haven
Brendan Sharkey	88—D—Hamden
Vickie Orsini Nardello	89—D—Prospect
Mary Fritz	90—D—Wallingford
Peter Villano	91—D—Hamden
Patricia Dillon	92—D—New Haven
Toni Edmonds-Walker	93—D—New Haven
Bill Dyson	94—D—New Haven
Juan Candelaria	95—D—New Haven
Cam Staples	96—D—New Haven
Robert Megna	97—D—New Haven
Pat Widlitz	98—D—Guilford
Mike Lawlor	99—D—East Haven
Hope Kasper	100—D—Middletown
Deborah Heinrich	101—D—Madison
Philip Brewer	103—D—Cheshire
Linda Menna Gentile	104—D—Ansonia
Joseph Taborsak	109—D—Danbury
Bob Godfrey	110—D—Danbury
Stephen Dargan	115—D—West Haven
Louis Esposito	116—D—West Haven
Paul Davis	117—D—Orange
James Amann	118—D—Milford
Cheryl Bochet	123—D—Trumbull
Chris Caruso	126—D—Bridgeport
John Hennessy	127—D—Bridgeport
Felipe Reinoso	130—D—Bridgeport
Tom Drew	132—D—Fairfield
Kim Fawcett	133—D—Fairfield
Kevin Ryan	139—D—Oakdale
Christel Truglia	145—D—Stamford
William Tong	147—D—Stamford

**NOTE:** This is the last year CSU-AAUP will be making political contributions due to changes in the campaign finance laws.

## New CSU-AAUP Web-Site Launched

CSU-AAUP has redesigned its website, [www.ccsu.edu/aaup/csu](http://www.ccsu.edu/aaup/csu), in order to make it more informative, user-friendly, and attractive. The website has been re-organized into categories so that members can easily find the information they are seeking. In addition, members will now be able to download and print newsletters, reports and handbooks directly from the website.



Connecticut State University  
American Association of  
University Professors  
Central Connecticut State University  
Marcus White Hall, Room 310  
New Britain, CT 06050  
Phone: (860) 832-3790  
Fax: (860) 832-3794

# CSU-AAUP

We're on the web!

[www.ccsu.edu/aaup/csu](http://www.ccsu.edu/aaup/csu)

## Faculty Rankings Statistics by David Stoloff Chair of ECSU Education Dept. Email: [stoloffd@easternct.edu](mailto:stoloffd@easternct.edu)

Two years ago, CSU-AAUP published the findings of a preliminary study, which was motivated by a comment overheard at an academic meeting - "it is rare for a faculty member to obtain the status of Full Professor."

Using data from the annual reports on the economic status of the profession for the years 2003-04, 2004-05, and 2005-06 published in *Academe*, Professor Stoloff has updated his study. The findings can be found at: <http://www.easternct.edu/depts/edu/stoloff/CSUranksSP06.html>.

The study examines the number and percentage of male and female professors at each rank for the years 2004, 2005, and 2006 at each CSU campus, CSU as a whole, and selected comparison schools. It also charts the growth in faculty at all these institutions over the same time period.

We hope the differences among the ranks in numbers and percentages may generate some campus discussion.

## CSU-AAUP Officers, Staff & Council

### President

David F. Walsh

### Vice President

Arlene Bielefield

### Secretary

Martin Levin

### Treasurer

Harlan Shakun

### Director of Member Services

Caryl Schiff-Greatorex

### Asst. Dir. of Member Services

Michelle Malinowski

### Business Manager

Steve Greatorex

### Communication & Research Associate

Ellen Benson

### Member Services Coordinator at SCSU

Linda Cunningham

### SCSU-AAUP Office Assistant

Gary Holder-Winfield

### ECSU Office Staff

Angela Collison

### WCSU Office Staff

Helen Yao

### CCSU Council Members

Candace Barrington

Guy Crundwell

Jean Lefebvre

Lois Koteen

John Mueller

Heather Prescott

Rachel Siporin

Cindy White

### ECSU Council Members

Lula Blocton

Branko Cavarkapa

Jaime Gomez

Kristin Jacobi

Andrew Nilsson

### SCSU Council Members

James Dolan

Debra Emmelman

John Kavanagh

Steven Larocco

Julian Madison

Tony Rosso

Cindy Stretch

Robert Vaden-Goad

### WCSU Council Members

Russell Gladstone

Vijay Nair

Patricia O'Neill (Alt)

Cigdem Usekes

Laurie Weinstein

*Union News* is edited by Ellen Benson. She can be reached at (860) 832-3793 or by email at [BensonEll@ccsu.edu](mailto:BensonEll@ccsu.edu).