Promotions & Tenures/Welcome New Faculty/Important Dates

Promotion and Tenure Dates

Promotion and Tenure Dates are posted online at www.wcsuaaup.org on the calendar page. A feed shows selected upcoming dates on the home page calendar or you can view the CBA for more detailed information.

Congratulations!

Promotions to Associate Professor
Neeta Connally
Chin-Wen Huang
Monica Sousa

Promotion to Coach IV
Heather Stone

Promotion to Professor
Terrence Dwyer
Donald Gagnon
Leslie Lindenuer
Michael Nolan
Joan Palladino

Tenure
Neeta Connally
Divya Sharma
Bozena Padykula
Monica Sousa
Catherine Vanaria

Mark Your Calendars!

End of Year Celebration
Mark your calendars for our end of year dinner at Chuck’s Steak House in Danbury. This year’s celebration is scheduled on December 13th from 4-6:30. See you there!

WCSU-AAUP Welcomes New Faculty

Michael Shoushani        Mathematics
Catherine Kelly          Social Sciences
Jelena Krgovic           Philosophy
Kevin Burnard            Management
Frank Gawle              Music
Stephanie Lyons-Keeley   Psychology
Maggie Sachse-Skidd      Psychology
Sarah M. Conrad          Philosophy
Sudarshan Murthy         Computer Science
Krista Heybruck          HPES
Ricardo Lopez            JLA
Hannah Reynolds          Biology
Sabrina Marques          Art
Patricia Cumella         Nursing
Jennifer Thomas          Athletics

A Word From President Patty O’Neill

Negotiations
CSU-AAUP President, and Chief Negotiator, Elena Tapia (Eastern) announced in July that both sides had agreed to a one year extension of the existing CBA. Our CBA thus will be in effect until August 25, 2017.

Remember: you are the union.
Salary and special funds will remain at 2016 levels. Negotiations paused over the summer, and are scheduled to resume in October, 2016. The financial status of the state (and thus, by extension, the Board of Regents and the CSCU system) remains a challenge.

**Making our voices heard.**
We must continue to advocate for ourselves. Last year, we did a good job, but the fight continues this year. This can be done in a variety of ways: you can put **signs** on your doors, and windows and you can wear the red **T-shirts** on **Wednesdays** (please note—slight change from last year). To get those signs and T-shirts, stop by White Hall 118, the location of our new office, and pick them up.

You can make your voice heard by **Op-Ed** pieces that convey the importance of the work that we do in transforming the lives of our students. We have some guidelines for writing op-eds that we will share with membership. *I urge you to consider this possibility.*

CSUConnects is a web site (with an accompanying Facebook page) that highlights the excellent work of the faculty at the Connecticut State Universities. Please check it out and share on Facebook.

CSU-AUAP will be running brief ads on WNPR, in anticipation of when our agreed upon contract will eventually reach the legislature.

**Chapter Meeting**
There will be a chapter meeting on Wednesday, October 26, in White Hall 122 from 4-6. I will provide an update on the status of the negotiations.

**Liaison Program**
In order to strengthen the lines of communication between WCSU-AUAP and our members, I plan on creating a Liaison Program, in which each department has a member who will serve as a liaison between the department and WCSU-AUAP. The officers of WCSU-AUAP will hold monthly meetings with all of the liaisons (food is likely to be involved), which will give the liaisons an opportunity to share any concerns. I will be asking chairpersons to identify an individual from their department who would be willing to serve as a liaison.

**Market Pay Adjustment**
Many of you may be unaware of the following language in our CBA: **12.5.6 Market Adjustment**

The parties to this Agreement recognize the appropriateness of market pay adjustments in rare instances for compelling reasons. To effectuate judgments in such cases, the President and AAUP Chapter President, in consultation, shall each name three (3) individuals to a university Market Evaluation Committee. Deans may submit recommendations for market pay adjustments with supporting written reasons to the committee. Said Committee shall consult with the President concerning proposed market pay adjustments reporting its advice not later than May 15 in each year. Upon the favorable recommendation of the President and the Chancellor, market pay adjustments may be approved effective at the beginning of that pay period including September 1 of the following year.

Not more than one (1) market pay adjustment per one hundred (100) full-time members, or fraction thereof, may be recommended in any contract year. A member’s salary may not be increased beyond the maximum for the rank. Funding for this program shall be governed by Article 12.10.2.

That’s the end of my report. I hope the semester goes well for you and that I get to report more encouraging news in the future!—PO

**Important Notice**
If you are not receiving emails from WCSU-AUAP, please contact us at aaupw@wcsu.edu to arrange to have your name added to our email listing.

**CSU CONNect:**
http://www.csuconnects.org/

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*Remember: you are the union.*

Go to [www.wcsuaauap.org](http://www.wcsuaauap.org) to sign up for membership benefits.
American Association of University Professors
Western Connecticut State University

President – Patricia O’Neill, Psychology (2016-2018)
Vice President – Steven Ward, Social Sciences (2016-2018)
Secretary/Treasurer – Oluwole Owoye, Social Sciences (2016-2018)
Grievance Officer – George Kain, Justice & Law (2016-2018)
Academic Freedom Officer – Steven Ward (2016-2018)
Council Member – Katy Wiss (2015-2017)
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Go to www.wcsuaaup.org to sign up for membership benefits.