

Whereas the use of special or emergency appointments at CCSU to fill full-time teaching appointments has increased dramatically.

As of Fall 2010, a growing number of full-time positions have been filled with special appointments. This practice of filling lines that were previously occupied by tenured or tenure-track faculty with special appointments continues to build. In this academic year it appears that only a small fraction of positions will be opened for tenure-track searches.

Whereas using special appointments as “place-holders” in lieu of tenure-track appointments is a clear violation of both the spirit and letter of the CSU-AAUP Collective Bargaining Agreement.

Article 4.8.2 states that “Special appointments shall be for one of four purposes: “(a) to bring to the university personnel with unusual knowledge, artistry or exceptional merit, (b) to replace a full-time member on leave, (c) emergency appointment prior to a successful affirmative action search, or (d) appointment to a temporary grant- or contract-funded position.” Currently all or nearly all of the special appointments are emergency appointments (item c), which, according to the contract, should now be moving forward with tenure-track searches. Some full-time positions, also, have been merely perpetuated with emergency appointments for three or more years, as they were initially filled by an individual instructor for two years and then replaced with another individual in another one-year contract.

Whereas the proliferation of the emergency appointments undermines the capacity of the University to realize its mission and vision.

Rigorous, national, affirmative-action searches for tenure-track faculty are essential for the University to recruit the best talent and for departments to be rejuvenated by vital and fresh ideas. Faculty in temporary positions also bring well-honed skills and abilities, but the instability and uncertainty that follow from short-term contracts leave departments less able to engage in long-term planning, curricula change, and meaningful assessment. Faculty in emergency appointments typically play a limited role in University service, faculty governance, and student advising, which increases the service responsibility of the remaining faculty. They also do not have time to become well versed in departmental, general education, and university requirements and opportunities, or to develop ongoing relationships with students, who benefit from trusting relationships with mentors and advisors that grow over the course of an undergraduate or graduate career. The short duration and accompanying uncertainties mean that faculty in one-year contracts find it more difficult to engage in scholarship, to push the bounds of knowledge, to add art to the world, to seek grants, to publish, to offer research opportunities for students, or to build bridges between the university and the larger community. Temporary faculty are also less likely to develop courses abroad, offer FYE sections, develop new courses, participate in interdisciplinary programs, facilitate undergraduate research, or engage in entrepreneurial endeavors.

Whereas the proliferation of emergency appointments and the sharp reductions in the number of professors in tenure-track positions appears to be a prelude to an assault on tenure itself.

Article 4.1 states “that the essential excellence of the university is dependent upon maintaining an atmosphere of academic freedom and personal responsibility...” and recognizes that “tenure is granted for the purpose of protecting and nurturing academic freedom.” It is self evident that as a larger and larger contingent of the full-time faculty is comprised of people in one-year contracts

that the atmosphere of academic freedom and personal responsibility is significantly compromised.

Whereas emergency appointments have apparently proliferated to ameliorate the effects of the current and pending budget crisis in Connecticut, they save little over the cost of tenure track appointments.

The real “contribution” of emergency appointments to the crisis is that the positions are more easily expended. Moreover, the number of people in emergency appointments now exceeds the number of full-time faculty positions that might be lost under a worst-case budgetary scenario. Furthermore, this situation is detrimental to the special appointee who not only must contend with the uncertainties regarding future employment, but also if they are able to convert their appointment into a tenure-track position, they will be at a disadvantage by virtue of having had less opportunity to develop a program of creative activity and to build their file for tenure and promotion.

Be it Resolved that the Faculty Senate instructs the CSU and CCSU Administrations to cease and desist in the current use of special appointments that are in violation of the contract and to proceed with all due speed to replace these appointments with tenure-track faculty.