

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

**THE BOARD OF REGENTS FOR HIGHER
EDUCATION**

AND

**THE FEDERATION OF TECHNICAL COLLEGE
TEACHERS,
AMERICAN FEDERATION OF TEACHERS, LOCAL
1942, AFL-CIO**

2016 – 2021

SCHEDULE C - TABLE OF RANK AND MINIMUM QUALIFICATION[§]

Classification	Minimum Qualifications Approved by the Board of Trustees**	Standard Equivalencies
TEACHING FACULTY		
Professor	Master's and 10 years	6 th and 9 years Doctorate and 8 years
Associate Professor	Master's and 7 years	6 th and 6 years Doctorate and 5 years
Assistant Professor	Master's and 4-6 years	6 th and 3 years Doctorate and 2 years
Instructor	Master's and 0-2 years	6 th year
Librarian	Master's and 1-4 years incl. 0-2 years supv.	6 th and 1-3 years incl. 0-2 supv.
Counselor	Master's and 2-5 years incl. 0-2 years supv.	6 th and 1-4 years incl. 0-2 supv.

[§]These are the minimum qualifications established by the Board on October 16, 1989 for each classification. The Board action also authorized the President of the Connecticut State Colleges and Universities to establish specific minimums for each type of position assigned to that classification and to establish qualifications less than the minimum in order to meet market conditions.

APPENDIX A
REVISED POLICIES AND PROCEDURES FOR RANKING AND PROMOTION OF
STATE TECHNICAL COLLEGE FACULTY

I. REQUIREMENTS FOR PROMOTION

In addition to the minimum academic requirements for academic ranking, consideration is to be given to teaching effectiveness, scholarship, professional growth, contributions to student, department, college and community welfare, and professional experience. Such consideration will assure the selection of competent, well-qualified individuals who will enhance the prestige of each academic rank. To assist evaluators, a list of items suggested to be used for consideration is set forth in Section II as an example of the kinds of achievement, activities, and attributes which should be considered.

II. SUGGESTED ITEMS FOR CONSIDERATION FOR FACULTY PROMOTION STATE TECHNICAL COLLEGES.

A. Teaching Effectiveness

1. Displays imaginative techniques, effective methods of communication and mastery of subject matter in teaching.
2. Develops and uses innovative teaching materials.
3. Demonstrates an understanding of and encouragement of student growth.
4. Demonstrates commitment to the College mission and the programs.

B. Scholarship and Professional Growth

1. Completion of additional courses and degrees.
2. Honors and awards received from learned or professional societies.
3. Papers read at meetings of professional or learned societies.
4. Membership and activity in learned or professional societies.
5. Publications including contributions to professional literature.
6. Participation in seminars, workshops, conferences.

C. Contributions to Student, Department, College, and Community Welfare

1. Advances the best interests and objectives of the college, the faculty, and the students by active participation in committees and/or community activities.
2. Provides leadership and sponsorship of student or extra-curricular activities.
3. Demonstrates outstanding efforts in special phases of the college program, publications, placement, public relations, recruitment and retention.
4. Makes special contributions to the department.
 - a. Supervises and prepares laboratory or instructional materials and equipment.
 - b. Enhances departmental communications with the college and student body.
 - c. Provides assistance in the administrative work of the department.
 - d. Contributes to syllabus and curriculum improvement.
 - e. Preparation of Grant proposals.
5. Contributes to stimulating growth in teaching skills of others by providing assistance to less experienced members of the faculty; demonstrations and participation in panels or forums of educational and cultural nature within the department or on a college wide basis.

APPENDIX B
GRIEVANCE SETTLEMENT (Grant or Contract-funded Courses)

Whenever a teaching Faculty member voluntarily accepts an offer of employment to teach a grant or contract-funded course (regardless of the location of where the course is taught or whether said course is for credit or not), he/she shall be compensated at market driven rates, as determined by the Employer and the individual bargaining unit member. Said rates shall not be subject to the grievance and/or arbitration provisions of the Parties' collective bargaining agreement. For these purposes, a "grant-or contract-funded course" shall be defined as any course whose funding derives from a grant from a contract with any public sector or private entity (for example, a contract with Pratt & Whitney or a grant from the Connecticut Department of Labor).