

# **Southern Connecticut State University**

## **Orientation Guide for New Faculty**



**Fall 2009**

**Office of Faculty Development**

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## **Welcome New Colleagues!**

**We are pleased to have you as a new member of the Southern Connecticut State University faculty.**

**This guide is intended to help you make your transition a little easier. In it, you will find information about the kinds of issues that typically confound first-year faculty members on our campus. During orientation and follow-up meetings you will learn more about the members of the university community that will work with you to support Southern's mission.**

**You will no doubt have more questions. Feel free to call the Office of Faculty Development (x25358) for assistance.**

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## Southern Connecticut State University Orientation Guide

### I. Important Documents

This Guide should be used in conjunction with current editions of the *Faculty Handbook*, the contract between Connecticut State University AAUP and the Board of Trustees, *Undergraduate and Graduate Catalogs*, *The Southern Directory*, and a *Course Bulletin*, all of which are available on the Southern home page ([www.southernct.edu](http://www.southernct.edu)).

The *Faculty Handbook* contains descriptions of the academic units within SCSU, academic policies and procedures, an academic advisement handbook, a services and information catalog, the current CSU-AAUP Contract with the Board of Trustees, the Faculty Senate Constitution, and documents for promotion, tenure, renewal, assessment, retraining, sabbatical leave, termination appeal, grievance, and selection of chairpersons. The *Faculty Handbook* can be found online at: [www.southernct.edu/faculty\\_development/facultyhandbook/](http://www.southernct.edu/faculty_development/facultyhandbook/)

The *Undergraduate and Graduate Catalogs* describe admissions, student services, academic standards and regulations, degree programs and departmental courses.

- The *Undergraduate Catalog* can be found online at [http://www.southernct.edu/undergraduatecatalog/uploads/textWidget/wysiwyg/documents/SCSU\\_UGCat\\_09\\_11.pdf](http://www.southernct.edu/undergraduatecatalog/uploads/textWidget/wysiwyg/documents/SCSU_UGCat_09_11.pdf).
- The *Graduate Catalog* can be found online at: [https://bannerweb.southernct.edu/pls/sprod/bwskfcls.p\\_termse1](https://bannerweb.southernct.edu/pls/sprod/bwskfcls.p_termse1)

The *Course Bulletin*, published for fall, spring and summer terms, contains the semester calendar, and information about registration hours, adds/drops, refunds, absences, bookstore and library hours, parking, ID cards, financial aid, pass/fail, transfer credits, withdrawals, graduation requirements, and transcripts. (At time of press, the Fall 2009 *Course Bulletin* is yet to be published online.)

## **II. Course-Management Information**

### **A. Concerning this Semester**

#### **1. Classroom Assignments and Scheduling**

Check the course schedule on Banner Web (<https://bannerweb.southernct.edu/>) to determine your room assignment. If the room is impossible to use (for example, is inaccessible to a student with disabilities, or is an inappropriate seating), you can attempt to have it changed. Bob Drobish, University Scheduling (x25310), is responsible for changing room assignments for both day and evening classes. Contact him as soon as you sense that a room is unsatisfactory and he'll try to change it after one or two class sessions.

#### **2. Attendance Policies**

Ask whether your department has established attendance policies that are more detailed than the University's requirements; some departments have done so, especially for introductory courses. You may establish your own policies within the boundaries sketched by University and departmental rules.

#### **3. Mid-term Grades**

The University requires faculty to distribute mid-term grades; you will receive a reminder from the Provost and Vice President for Academic Affairs a couple of weeks before mid-term. Again, feel free to ask colleagues for information, advice, or assistance.

#### **4. Assessment of Course Objectives**

Some departments are presently undergoing (or will soon undergo) an assessment of the courses that fulfill all-university requirements. Your department may have developed a set of objectives and expected student outcomes for these all-university requirements.

#### **5. Add-Drop, Withdrawal and Enrollment Procedures**

Read the information in the Fall 2009 *Course Bulletin* for important procedures and deadlines for adding or dropping classes at the beginning of the semester, for securing withdrawals through the first nine weeks, and for obtaining late withdrawals after the first nine weeks. University policy says that late withdrawals are not to be given routinely.

If you have additional students beyond the enrollment limits wanting to take your course, you should know that AAUP policy discourages this practice for academic reasons. However, if you believe circumstances may warrant over-enrollment, check with your chair to see if your department permits over-enrollments, and under what circumstances.

Ordinarily, students who wish to add your course in the first few days of the semester must continue to check with the Registrar's Office or Banner Web for official openings; such openings sometimes occur, but no waiting list exists. Students must take responsibility for checking frequently to ensure they can enroll when openings do appear.

#### **6. Incompletes and Change of Grade Forms**

If a student requests a grade of Incomplete (I) for extenuating circumstances, the student will have 30 days following the beginning of the next semester to complete the work.

If the work is not submitted within that period, the grade automatically is changed to an F. However, if you are willing to accept the work beyond the 30-day limit, you may do so and the F will be changed to the assigned grade. Whenever you are ready to submit a revised grade, obtain a form in the Registrar's Office in the Wintergreen Building. Be sure to keep your chair and department secretary apprised of grade changes.

## **B. For Future Semesters**

### **1. Course Rotation Schedule and Teaching Schedules**

Some departments schedule courses according to a pre-determined rotation schedule. As soon as you arrive you should speak to your chairperson to learn which existing courses in the rotation you will be responsible for and which you will be able to add.

Formal approval of new courses is required and the process can take considerable time, so make sure to receive approval well ahead of the semester you hope to offer the course for the first time; courses may not be scheduled until the formal approval process has been completed. Some departments, however, have approval to offer rotating Seminars or "Topics" courses, which do not require additional approval. Check with your chairperson to learn the procedures under this rule.

The basic course-approval process typically consists of three steps: 1) Approval by the department, through whatever mechanism the department has established. Some departments have their own curriculum committees who must approve a proposal before it comes to the whole department. Since procedures vary, ask your chairperson. 2) Approval by a School Curriculum Committee (if such a committee is in place), either for Undergraduate or Graduate courses, or for both. 3) Approval by the University Curriculum Forum (UCF) for Undergraduate courses and the Curriculum Committee of the Graduate Council for Graduate courses.

Ask your chairperson how your department assigns teaching days and times; these schedules are submitted early in the preceding semester (September for Spring semester courses, and January for Fall) so don't wait too long to inquire.

## **2. Summer and Special Sessions**

Summer school courses, for which faculty are paid in addition to regular salaries, are assigned by different systems in different departments. Some systems are competitive and based on seniority. However, most junior faculty members can receive at least one summer class assignment in their first year, though perhaps not in the preferred session or for the desired course. Course offerings are decided in October of the year preceding the Summer School assignment. Note that there are contractual limits to the number of hours that can be taught in Summer Sessions.

Since the availability of courses and procedures differ widely across departments, you should inquire about your own department's procedures.

## **3. Book Orders for Courses**

You will be expected to submit book orders for the following semester's courses in mid-November and mid-April. The bookstore is located on the Street Level of the Michael J. Adanti Student Center on Fitch Street near the footbridge that reads "Southern Connecticut State University" (x 25270). The bookstore staff is helpful and can provide publication information. You will, however, need to request examination or desk copies directly from the publishers; the bookstore is not involved in that process.

## **4. Independent Studies and Internships**

It is possible, under certain specified circumstances, to offer undergraduate independent studies and internships as well as graduate independent studies. Important information about independent studies is provided in the *Faculty Handbook* and the *Course Bulletin*.

Note that you receive 1/3 credit for each independent study or internship that you supervise. It is imperative that you keep track of your overload credits to be sure they coincide with the Administration's records. Each year your chairperson will provide you with a statement from the Administration stating your over- and under-load credits. Check it carefully for accuracy and see the Office of Institutional Research, Wintergreen Building Mezzanine (x 25207) immediately if you spot a problem. When you acquire three overload credits, you are entitled to teach nine credits rather than twelve for one semester.

### **5. Graduate Theses and Comprehensives**

You may become involved in supervising graduate work. You receive one load credit for each graduate thesis for which you are the first reader and supervisor. You receive no credits for being the second reader or for supervising comprehensives. To enroll in the Registrar's Office for thesis credits, the student must obtain a blue permission form from your department chair. When you accept a thesis advisee, you must complete the form and distribute it as indicated.

## **III. Library**

SCSU faculty may check out a maximum of 50 books from the CSU Library System (Central, Eastern, Southern, Western). SCSU Books circulate for one semester, with the option to renew for an additional semester. The other CSU libraries circulate their books for only 28 days. Library books are subject to recall after two weeks and must be returned. Buley Library does not charge fines for overdue books to faculty or staff. However, the other CSU libraries may charge fines for overdue materials.

The library's holdings may be accessed electronically. Please contact Rebecca Hedreen (x25753).

### **A. Reserve Services**

The Reserve collection is housed at the Circulation Desk and consists primarily of material requested by faculty for their assigned or supplemental course readings. A list of all Reserve material, both books and journals, is available in blue binders at the Circulation Desk. The lists are arranged alphabetically by professor's last name and course name/number. The Consuls online catalog will also note any books placed on Reserves for the semester. SCSU faculty teaching during the current or upcoming semester may place reading material on Reserves. Books, photocopies of journal articles, including personal copies, may be placed on Reserves. Please submit all Reserve forms and material at least three weeks before the semester starts to provide adequate time for Reserve processing. Material will be processed in the order that the Reserve list was submitted. All items are kept on Reserves for one semester and will be withdrawn at the end of each semester. Faculty members can renew their Reserve lists each semester by notifying the Reserve desk at x25768. All personal material will be returned to the faculty members via campus mail, unless arrangements have been made to pick up Reserve material in person.

### **B. Instructional Classes**

It is the policy of Buley Library to offer Library Orientation and Instruction to all SCSU students or groups that request these services, if the request is done in a timely manner and a librarian is available for that time. Faculty are asked to provide as much advance notice as possible to accommodate scheduling, planning needs and the preparation of needed resources. All requests for these services should be routed through the subject specialist librarian, who will obtain all pertinent information (date, time, number of participants, subject, special instructions or interests). An instruction session will include:

- Lectures and group discussions on subject-specific resources
- Finding books and articles for assignments
- Research strategies for writing papers and library projects
- On-line database demonstrations
- Hands-on sessions in the Library

- Evaluation of sources
- Library instruction sessions may or may not also include a library tour.

*To schedule a class session*

- Complete the online request form available on the Buley Library Web site or send the information requested on the form via e-mail, fax, or campus mail to the subject specialist librarian.
- You can also contact the Reference Desk at [eref@southernct.edu](mailto:eref@southernct.edu) or 392-5732
- Classes require a minimum of fourteen (14) days advance notice.
- BU 211 (Electronic Classroom) can accommodate up to 25 students, with individual computer workstations for up to 19.
- Larger classes should be split into two or more sessions, and separate forms completed for each session.
- Instructors are encouraged to stay with the class during the instruction session.

#### **IV. My SCSU**

MySCSU is our web and e-mail portal to University-wide services. MySCSU can be accessed from anywhere in the world using a Web browser and an internet connection. Simply go to the Southern home page at [www.southernct.edu](http://www.southernct.edu) and click on MySCSU. For most users, the user name is your last name, first initial, and the number 1 in lowercase. To find out your user name, follow the instructions on the Web page [www.southernct.edu/departments/oit/myscsu/index.htm](http://www.southernct.edu/departments/oit/myscsu/index.htm).) Your password is the same as your Banner PIN, initially set as your birthday (MMDDYY).

## **V. Helping Students**

### **A. Student Advisement**

Advising students is considered an integral part of Faculty responsibilities under terms of the contract. The effectiveness of your advising will be weighed under “Effectiveness of Teaching” when you are considered for Renewal, Promotion, or Tenure.

Before you are notified in November that you have been assigned advisees for spring registration, review the university general education requirements and major requirements for your department. You may check advisees’ degree progress by accessing the Curriculum, Advising, and Program Planning (CAPP) feature of BannerWeb online. Be sure to ask colleagues in your department for tips on being an effective advisor. It might help to ask to sit in on some advising sessions before undertaking the task yourself.

### **B. Student Counseling**

The *Faculty Handbook* contains a helpful description of the available resources. You might want to introduce yourself to a couple of the counselors in the Counseling Office, EN B219, x 25475, to learn first hand about some of their programs and of some of the administrative procedures in place for students at academic or personal risk.

### **C. Disability Resources Office and Center for Adaptive Technology**

Deborah Fairchild, Director of the Disability Resources Office in EN C 105 A (x 26828), can give you helpful information about meeting the needs of students with disabilities.

The Center for Adaptive Technology, run by Bo Zamfir, is located in EN B 17 (x25798) and offers a wide variety of tools to help students with disabilities.

### **D. Other Support for Helping Students**

You should also become acquainted with the services of the Writing Center, EN A 012 B, directed by Tom Ferrucci (x 26824); Student Supportive Services, Wintergreen Building (x 26810) directed by James Barber; Study Skills Enrichment, EN C 016 (contact Tom

Colby at x26818); and Residential Academic Assistance Program (RAAP) organized by the Department of Residence Life (x 25870), intended for residential students whose QPR is below 2.0. (Meetings take place within each of the residence halls by appointment). The Women's Center, in the garden-level of Schwartz Hall, is available for any students interested in counseling referrals, support or guidance on women's issues. Men and women are welcome at the Women's Center. Please contact Cathy Christy (x 26946) with any questions or concerns. The Multi-Cultural Center is located in ASC 234. Services for students who are veterans or who are currently in military service are provided by Jack Mordente (x26822) in EN C 016.

## **VI. Support Services for Teaching**

### **A. Duplicating Center**

Ask someone to introduce you to the operation of the Duplicating Center, located in EN B012. Most class Xeroxing should be taken here. The staff is very helpful, but be sure to plan one week ahead so copy jobs can be finished on time. You will need to know your department's Banner Organization number to fill out the required paperwork.

### **B. AV Needs and High-Tech Classrooms**

To request projectors, videotape players, etc. for class use, visit <http://www.southernct.edu/oit/instructionalresources/> and click on "AV/TV Request Form (Faculty and Staff)" and log in with your MySCSU user name and password. High-tech classroom locations and equipment specs can be found here: <http://www.southernct.edu/oit/uploads/textWidget/wysiwyg/documents/HTLIST.pdf>. Technology-equipped classrooms are scheduled by special arrangement through Bob Drobish, Wintergreen Building (x 25310).

### **C. Supplies and Materials**

Departments provide materials such as grade books, dry erase markers and/or chalk, bluebooks, folders, paper clips, etc. Ask your department secretary how to obtain these.

Be aware that it is often a good idea to carry extra dry erase markers and/or chalk and an eraser to your classes.

#### **D. Keys**

By contract you are entitled to a key to the office in which you work. Apply for one through the office of the Dean of your school. They will forward the request to the Physical Plant, but expect it to take several weeks. The University Police (x 25375) can let you in when your building is locked. Classrooms are locked when not in use. You should request classroom keys from your department secretary well in advance of the first day of class.

#### **E. Mail Room and Long Distance Phone Privileges**

You have privileges for professional mail for SCSU-related mail. If you need overnight express, obtain permission from Carol Wallace, Director of Administrative Support Services, in Wintergreen building (x 25453).

You may make professional long distance calls but the calls are logged centrally and reviewed each month.

#### **F. Teaching and Learning Technologies**

The Teaching & Learning Technologies Group of OIT, directed by Stan Walonoski (x26408), provides the following technical and consulting services for schools, departments, and faculty members:

- Hardware/software evaluation
- RFP preparation
- Purchasing quote & licensing
- Training
- Support for Course Management System
- One-on-one consulting on appropriate use of educational technology
- Research and implementation of the emerging technologies
- Online course design and development

- Instructional design support
- Survey and assessment design, development, and implementation
- Web site development
- Multimedia (CD/DVD) authoring
- Customized trainings in teaching and learning applications and technologies

Schools, departments, and faculty members may also request media services through Teaching and Learning Technologies. Services include but are not limited to:

- Audio recording/production/editing
- Media duplication
- Media conversion
- Media streaming
- AV equipment support and delivery
- Classroom equipment training and support

In addition to the services stated above, TLTG also provides technology services to students with physical, visual and learning disabilities through the Center for Adaptive Technology, coordinated by Bo Zamfir (x25798).

## **VII. Professional Development**

### **A. Graduate Faculty Status**

As soon as you arrive, speak with your chair about whether you should apply for graduate faculty status through the Graduate Council.

### **B. Yale Library Card**

By special arrangement with Yale University, Southern has several Yale library cards for our faculty. This is an excellent opportunity, because otherwise Yale's libraries are not available to persons without a Yale affiliation. The cards are competitive and assigned

several months in advance, so apply early. These cards are administered through Faculty Development. Contact Jennifer Hudson (x25357) for more details.

### **C. Coursework in the CSU System**

After you have taught 18 credits, you or your spouse or dependents (under age 25) are eligible for tuition-free course work within the CSU system. Tuition rebate forms can be obtained from Human Resources in Wintergreen.

### **D. SCSU-AAUP Travel Funds for Conferences**

The contract includes provision for financial support for travel to professional conferences for up to \$1,000.00 per eligible faculty member. CSU Travel Authorization Forms are available from your department. If you plan on attending a conference during the academic year, be sure to apply as early in the fall semester as possible as funds are limited and awarded on a first-come, first-served basis.

### **E. Dean's Reassigned Time**

Academic deans distribute a limited number of 3-credit blocks of reassigned time each semester. They are competitive, and awarded after proposals are submitted and evaluated. Deadlines are typically in early December for the following fall and early July for the following spring. Deans will distribute information about reassigned time in advance of deadlines. Be aware, though, you may not receive Dean's reassigned time and Departmental reassigned time simultaneously.

### **F. Departmental Reassigned Time**

Check with your chairperson to see whether your department has a program of reassigned time for scholarly work. If it does, the deadline is typically April 1 for fall or spring semester reassigned time.

## VIII. Faculty Evaluation

### A. Mentors

Faculty Development has designed a mentor program to provide new faculty members with advice from experienced colleagues who will not be involved in evaluating you in any way. Therefore your mentor may be able to serve effectively as your primary resource in this important area. Contact Winnie Shyam, Program Coordinator, at x25762 for more information about the Mentoring Program.

### B. First-Year Renewal

The *Faculty Handbook* contains an important document on first year renewal. Read it carefully to determine relevant dates and procedures. In addition, ask your department chairperson and someone on the current DEC (Department Evaluation Committee) to suggest the kinds of material it would be helpful for you to be assembling in preparation for your spring renewal assessment. You might, for instance, want to consider asking someone from the DEC to visit some of your Fall classes near the end of the semester rather than having to rely only on visitations near the beginning of the spring semester when you may not yet have established the rhythms of your classes that develop as a semester progresses. Likewise, if you make any presentations any place during this semester, you might invite a member of the DEC to observe.

The contract mandates student evaluations in each course, and DEC's and the Promotion and Tenure Committee emphasize such evidence when they evaluate your classroom performance. Standardized evaluation forms can be obtained from your department or the Institutional Research Office (x25209). Remember to retain whatever student evaluations you receive, for you'll be expected to present cumulative evidence in subsequent renewals and promotion applications.

You will probably also want to attend the informal session on promotion and tenure offered by the University Promotion and Tenure (P & T) Committee each fall.

Note that the third category of evaluation after teaching and creative activity is service to the Department and University.

Even as a first-year member, you will have opportunities to begin such service. It is important that whatever assignments you request and/or receive in the department be carried out responsibly. If you find that you are uncertain of what is required of you, ask your department chair or committee chairs for advice. Ask your chair for the appointed committees on which you can request service.

One early opportunity for "University service" will come at the Department elections for Faculty Senate and University Curriculum Forum (UCF). While sometimes time-consuming, these service opportunities are a fine way to meet faculty from across the campus and to learn first-hand the limits and opportunities of faculty governance. There is a tendency in some departments to put new people up for these slots. If you are interested, let a colleague know. Another route is to let the dean of your school or the Provost know that you would be interested in serving on committees that they appoint.

### **VIII. Collegiality**

Establishing the Mentor program is one attempt to promote a stronger sense of community. In addition, here are some further suggestions:

#### **1. Develop connections beyond the confines of your own department:**

- The Office of Faculty Development will sponsor forums and workshops on many different topics throughout the year. Look for the announcement of these programs in the Calendar.
- One opportunity comes through the Building Community Connections Brown Bag Lunch (Connecticut Hall, Faculty Dining Room) where faculty exchange ideas about teaching and learning. It might be worth your while to attend a few sessions.

- Women's Studies offers a similar opportunity to develop campus connections. Contact Women's Studies at x 26133.
  - Another opportunity is found in the Honors College, a team-taught interdisciplinary program that replaces the regular All-University graduation requirements for students. The Honors College is directed by Terese Gemme (x25499).
  - Attend the Faculty Forum before the beginning of each semester. Faculty Development organizes the Forum.
- 2. Ask your colleagues to have dinner or coffee with you.**
  - 3. Become acquainted with our talented part-time faculty.**
  - 4. Attend campus events (when possible) where colleagues and students present papers, give readings, sponsor guest speakers, etc.**
  - 5. Ask for a set of the previous year's department meeting minutes to gain a sense of recent concerns. Speak with colleagues about issues of particular interest to you.**

## **Thank You**

And finally, accept our thanks for joining our faculty. Faculty Development looks forward to helping with your transition to SCSU and to providing professional development opportunities that will refresh your teaching and scholarship.