

Side Letter

Concerning the First-Time Offerings of Traditional, Face-to-Face Courses in a Remote Format

April 15, 2020

The Kent State Chapter of the American Association of University Professors (AAUP-KSU) represented by Deborah Smith, Chapter President and Tracy Laux, FTNTT Unit President met with Interim Provost Melody Tankersley and Associate Provost Sue Averill on April 14, 2020 to discuss the impact of the COVID-19 pandemic on the University's ability to offer courses in a traditional, face-to-face format. Recognizing that Article XXI of the Tenured and Tenure-Track unit's *Collective Bargaining Agreement* (TT-CBA) and Article XVIII of the Full-Time Non-Tenure unit's (FTNTT) *Collective Bargaining Agreement* (FTNTT-CBA) governs the University's distance education offerings while also recognizing that the University's traditional, face-to-face courses must temporarily be offered in a remote format that was not anticipated by the parties when these articles were bargained, AAUP-KSU and the University agree to the following:

- Any course that was originally scheduled in a traditional, face-to-face format that is being taught remotely, (synchronously, asynchronously, email, phone or any combination) during the 2020 spring semester or that will be taught remotely during Intersession and all sessions in summer 2020 will not be regarded as a first-time distance education course as described in Article XXI, Section 3.A of the TT CBA and Article XVIII of the FTNTT CBA.
- In any case where a course had not been offered in a distance education format prior to the spring semester 2020, the first time the course is offered in a distance education format in any term subsequent to the 2020 summer III session, that future offering will be regarded as the first-time offering and, therefore, governed by the provisions in Article XXI, Section 3.A of the TT CBA and Article XVIII of the FTNTT CBA.
- If it becomes evident that the University is unable to offer courses in a traditional, face-to-face beyond summer 2020, the AAUP-KSU and the University will meet and confer concerning this issue as soon as possible.