

AAUP-KSU

An independent affiliate of AAUP

Dear Faculty,

We hope you find these periodic news alerts helpful. Any time you have an issue or a question, please contact us!

We are wishing for spring!



ANTHEM SECURITY BREACH

By now you may have heard of the computer hack at Anthem. They reported that the breach compromised the security of "names, birthdays, social security numbers, street addresses, email addresses and employment information, including income data." This is clearly of great concern to AAUP-KSU and we want to alert you to the seriousness of this situation. If you suspect that your personal information was compromised by this cyber-attack you should take steps to secure your identity. Anthem has created a website, www.anthemfacts.com for members to access information about the security breach. There is also a toll-free phone number for to call for information, 877.263.7995.

Anthem is required by law to notify you if your information was compromised so be on the lookout for a letter or email. Anthem is also offering free credit monitoring to those clients

affected by this security breach so that you can safeguard your personal information. Go to www.anthemfacts.com for more information.

You should also review your free credit reports available from Equifax, TransUnion and Experian. You are entitled to one free credit report from each of these agencies once every 12 months. Go to <https://www.fdic.gov/consumers/consumer/ccr/reporting.html> for more information.

Finally, carefully monitor your financial accounts for unusual or suspicious activity.

THE COST OF ARBITRATIONS and NEGOTIATIONS

AAUP-KSU is extremely proud of its impeccable 13-0 record in arbitration hearings since 2006. The Kent State University administration has often refused informal resolutions on potential grievances and instead chose to take nearly all matters to arbitration utilizing an expensive external law firm. How much tax dollars and student tuition goes to fighting clear contract language? Since 2012, the administration has spent **\$43,297.60** on arbitrations.

During the last two negotiations, the administration discarded tradition and employed attorneys to bargain the *Collective Bargaining Agreements* for the TT and FTNTT units. This totaled **\$184,712.01**.

FTNTT PERFORMANCE REVIEWS

The deadlines for material submission for AY 2014-2015 Performance Reviews have expired. Please refer to the timeline below:

February 2, 2015: Unit administrator uploads summary of the review and notification of appointment status for AY-2015-2016 for FTNTT faculty members who have completed a Simplified Performance Review.

February 23, 2015: Unit administrator notifies FTNTT faculty members who are in the first three-year term of annually renewable appointments (years 4 and 5 of consecutive employment) who are **not** to be offered reappointment for AY 2015-2016.

March 1, 2015: Unit administrator uploads summary of review and notification of appointment status for AY 2015-2016 of FTNTT faculty members who have undergone a Full Performance Review in their third or sixth year of employment.

Anyone in need of assistance should contact the AAUP-KSU Office.

FTNTT PROMOTION

The deadline for material submission for AY 2014-2015 Promotion has expired. Please refer to the timeline below:

March 23, 2015: NPABs and College Deans complete reviews. NPAB evaluations online and the dean provides written notifications of the promotion review results.

April 24, 2015: Provost notifies candidates of negative decision. President notifies candidates of positive decision.

In order to appeal a negative decision, FTNTT faculty members must appeal within ten (10) working days of notification from the Provost. Contact the Association Provost for Faculty Affairs (Sue Averill) to request information/procedure for appeals.

FACULTY PROFESSIONAL DEVELOPMENT EXCELLENCE POOL DEADLINES

Deadlines for submitting proposals to the Faculty Professional Development Excellence Pool: **March 6, 2015** and **June 5, 2015**. More details can be found by following this link: <http://www.aaupksu.org/news/content/ftntt-news.php>

GRIEVANCE/ARBITRATION UPDATE

Dental Benefits Grievance: On November 7th, AAUP-KSU filed a grievance against the administration regarding dental benefits. In spring 2014, an arbitrator ruled in favor of AAUP-KSU on the dental benefits grievance filed by the TT Unit. The arbitrator concluded that the dental benefits emplaced were not the benefits agreed to in the *Collective Bargaining Agreement*. The FTNTT CBA includes language that provides the same benefits to the FTNTT bargaining unit as are provided to other full-time University employees. Historically, the FTNTT bargaining unit has received the same benefits as those provided to the TT bargaining unit. During negotiations, it was made clear by the administration that the FTNTT bargaining unit receives the same benefits as are provide to the TT bargaining unit. However, now, the administration is refusing to honor this agreement. On December 9th, AAUP-KSU representatives met with the administration for the Step 1 Hearing of the grievance. During the hearing, the administration stated that prior to proceeding with the grievance, the Association should review the data on the costs of the dental benefits plan that was implemented against the one that the Association believes should have been implemented. The administration offered to supply this data. In April, AAUP-KSU requested this exact data for such a purpose. The administration refused to adhere to the CBA and supply this information. The Office for Faculty Affairs finally provided the data on January 8, but only after AAUP-KSU filed a formal grievance. **UPDATE: On Friday, January 23rd, the administration responded with its Step 1 Answer to the grievance. Unsurprisingly, the administration denied the grievance. AAUP-KSU submitted an appeal to Step 2 and on Friday, February 13th, the parties met for the Step 2 Hearing. The University has 15 days to submit its Step 2 Answer.**

A WIN FOR AAUP-KSU!

English Course Caps: During AY 2013-2014, the TT Unit of AAUP-KSU filed a grievance against the KSU administration for refusing to lower course caps for freshmen English writing courses on the Regional Campuses after the English Department formally adopted a resolution

requiring caps for freshman writing courses to be uniform across all KSU campuses. Because the administration argued that the grievance was not filed in a timely manner, a hearing was held solely related to the arbitrability of the grievance. On December 1, 2014, the arbiter ruled in favor of the Association. AAUP-KSU planned to proceed to a second hearing on the merits of the case, however, the administration proposed a resolution to this issue whereby, beginning Academic Year 2015-2016, course caps for freshman English writing courses will be uniform on all campuses. The Association agreed that this settlement is satisfactory and the resolution has been finalized. We are very pleased that another grievance has been resolved.

DISTINGUISHED SERVICE AWARDS

The AAUP-KSU Distinguished Service Award (DSA) is recognition for outstanding service to the Association demonstrated in terms of leadership and accomplishment. Nominations will be accepted each spring semester. The nomination form can be found on the AAUP-KSU website (<http://www.aaupksu.org/about-us/content/chapter-resources.php>). Please submit nominations to the AAUP-KSU Chapter Director (Coleen Casey).

SUMMER TEACHING

The Summer Teaching 2014 Analysis will be available in our next communication. The analysis studies 2014 summer teaching in terms of the sections cancelled, sections taught for proportional compensation, and average compensation. The data is delineated by department, college, campus and by bargaining unit (TT and FTNTT). It will also examine the data in relation to 2013 summer teaching.

A note for Regional Campus faculty: Several faculty have notified AAUP-KSU of communications sent by the administration that ask Faculty to respond if they are willing to accept proportional compensation for summer teaching. Such responses are unnecessary and non-binding. Please contact the Office if you have further questions.

DR. EMIL E. SATTLER



We are sorry to announce the passing of former AAUP-KSU President Dr. Emil Sattler. Dr. Sattler was very active in the American Association of University Professors (AAUP), served as President of AAUP-KSU from 1979 to 1982, and also served as the Ohio Chair of Committee A (on Academic Freedom). His commitment to faculty rights and academic freedom earned him the Ohio AAUP Robert E. Kennedy Award for Academic Freedom in 1997. We are truly thankful for his years of service to AAUP-KSU.

He was a graduate of The University of Michigan, where he received his bachelor and doctorate degrees in German literature. He also obtained a master's degree at Kent State University, where he taught for over 30 years. Before his retirement, he was the Chair of the Department of German and Slavic Languages. Emil was a man of many talents. He was a scholar of Franz Kafka and 17th century German Baroque literature. He loved to paint and sketch, and was an avid gardener and reader. Back in the day, he taught himself several computer languages. He was a Michigan fan, and enjoyed immensely haircuts with Hank so that could talk about Bo and the glory days of Michigan football. Emil's true passion was food. He had the ability to recreate any meal he tasted and was a master at developing his own recipes. Few had a greater touch with a pie crust (except his mother). He loved fine wine and unblended scotch and found joy in every meal he prepared. His English muffins and oatmeal cookies will be missed across Central Ohio. Although he loved food, his greatest joy was his family and friends. Emil loved his children and grandchildren and took pleasure in every moment with them.

Just a reminder! If you are receiving this email, it does **not** necessarily mean you are a member of AAUP-KSU! Membership is voluntary but must be actively sought. All faculty regardless of membership have paystub notations for "Union Dues." If you want to be a member, and have not (or don't remember) signing a membership form, please contact us today! It's easy and the cost is extremely minimal. <http://www.aaupksu.org/membership/content/dues.php>

Thanks for reading!

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Director

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