

# AAUP-KSU

An independent affiliate of AAUP

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The semester is nearing an end...but don't get too stressed out! Any time you have an issue or a question, please contact us!



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## FTNTT EXECUTIVE COMMITTEE ELECTIONS

The Nominations process for the election of the AY 2015-2016 FTNTT Executive Committee are complete. Please look for the ballot in your email.

**EXECUTIVE COMMITTEE ELECTION:** April 13 – April 21

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## AAUP COLLECTIVE BARGAINING CONGRESS (CBC) DELEGATE ELECTIONS

Each year, AAUP-KSU holds elections for delegates to attend the AAUP CBC Annual Meeting in Washington, D.C. (June 10 – 14, 2015). The FTNTT Unit of AAUP-KSU will have two delegates representing the unit at the conference. Per the U.S. Department of Labor guidelines, election notices were sent to home addresses as well as via email on April 6. **Nominations are due Friday, April 17 by 12:00pm.** Only members of AAUP-KSU are eligible to participate.

**CBC DELEGATE ELECTION:** April 22 – May 1

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## 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.

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### **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.

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### **FACULTY PROFESSIONAL DEVELOPMENT EXCELLENCE POOL DEADLINES**

The upcoming deadlines for submitting proposals to the Faculty Professional Development Excellence Pool: **June 5, 2015, September 11, November 6**. More details can be found by following this link: <http://www.aaupksu.org/news/content/ftntt-news.php>

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### **GRIEVANCE/ARBITRATION UPDATE**

**Benefits for Dependents of Same-Sex Spouses**: Following a Step 2 Hearing of a formal grievance over the denial of healthcare coverage for the child of a faculty member's spouse, President Warren presented the issue to the KSU Board of Trustees at the March 11th meeting with a recommendation for a more inclusive policy. We were delighted to learn that President Warren was successful in her efforts to extend these benefits and we enthusiastically applaud her actions. **UPDATE: AAUP-KSU and the University have both signed the Memorandum of Understanding (MOU) that will resolve this issue and provide benefits to dependents of domestic partners (included the dependents of same-sex spouses) retroactive to January 1,**

2015. Benefits to be provided include medical, prescription, vision, and dental benefits; dependent life insurance; and the tuition fee waiver benefit. AAUP-KSU has been notified that Human Resources will be contacting individuals who have a registered domestic partner to inform them of this coverage option. Faculty members are also welcome to initiate the process by contacting Mark McLeod ([mmcleod3@kent.edu](mailto:mmcleod3@kent.edu)).

**Dental Benefits Grievance:** On November 7<sup>th</sup>, 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 9<sup>th</sup>, 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. The administration denied the grievance at both Step 1 and Step 2. On March 5, AAUP-KSU submitted a Demand for Arbitration with the American Arbitration Association. **UPDATE:** On March 19, the parties met to select an arbitrator. Robert G. Stein has been selected to hear this case. More updates will be provided as become available.

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## SUMMER TEACHING

The 2014 Summer Teaching Analysis is complete! Similar to last year's study, this analysis examines the percentage of sections taught for proportional compensation as well as the average compensation. The data is broken down by college, department, and campus and is separated by unit (TT and FTNTT). Finally, the document includes a comparison between 2013 and 2014 and shows that the percentage of sections taught for proportional compensation has decreased and the overall average compensation has increased between 2013 and 2014. The analysis is illustrated in both in raw data form and diagrammatic. For a copy of the electronic analysis, please send me a request ([ccasey@aaupksu.org](mailto:ccasey@aaupksu.org)).

AAUP-KSU will be sending a Summer Teaching Communication to all faculty soon. Please look for it in your inbox!

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## 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).

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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>

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Thanks for reading!

Coleen Casey

Director

AAUP-KSU

P. 330-673-9118

[ccasey@aaupksu.org](mailto:ccasey@aaupksu.org)

[office@aaupksu.org](mailto:office@aaupksu.org)