

# Your Idea Could Go Here!

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## Former AAUP-KSU Employee Hired as Associate Provost

On October 22, 2008, considered for the position. Senate and AAUP-KSU on the University Sue was one of four initiatives and issues that announced that Sue Averill candidates vying for the are important to Kent State will become the new position left vacant after and its faculty.” Associate Provost for Gayle Ormiston’s departure last August. For seventeen years, Sue Averill was the Executive Director for AAUP-KSU. Most recently, she was employed with Cleveland State University. Sue began her new position on December 1, 2008.

Throughout the weeks of On her new position, Sue Faculty Affairs. last August. For seventeen years, Sue Averill was the Executive Director for AAUP-KSU. Most recently, she was employed with Cleveland State University. Sue began her new position on December 1, 2008.

## A Message from the President...

Greetings,

During my tenure (ha-ha) as President of the NTT Unit of AAUP-KSU, our efforts have led to many positive changes for those that we represent. Through bargaining we have successfully attained increased salaries, maintained reasonable health benefits and achieved better working conditions.

We have also successfully defended our Collective Bargaining Agreement, time and time again, through Grievance Procedures. Thankfully, we have been able to do this informally a vast majority of the time.

Despite the occasional (and occasionally loud) complaint that we do not do enough

for Full-Time Non-Tenure Track faculty, I think that our Executive Committees, Bargaining Teams and Office Staff have done an impressive job over the years.

What we have not done well these years is tell you, our members, how much we have successfully accomplished for you. Let this newsletter serve notice that that has changed. We have set a goal to improve communication with our membership and with the help of our new Chapter Coordinator, Coleen Casey. I am sure we will succeed.

*Tracy Laux*

NTT President  
AAUP-KSU

## To the NTT Faculty at Kent State University

Recently, you have received a letter from the University Provost's office calling for proposals for summer distance education course grants.

One of the conditions listed under "Grant Recipients" is that, in order to benefit from the grant, the University and the recipient of the grant will enter into an agreement that gives the intellectual property rights to the University.

Normally, a faculty member retains the intellectual property

rights to all materials developed for teaching purposes. However, the University can make as a term and condition of the grant, a requirement that faculty give up the intellectual property rights to their work.

Essentially, it is a voluntary agreement that the faculty makes to gain the benefits of the grant. If, however, a faculty member does not wish to give up the intellectual property rights to his or her work in relation to a distance learning course, the faculty may retain those rights

but would not be eligible for the grant.

Thus, be aware that applying for and receiving one of these grants gives full intellectual property rights to Kent State University and all materials can be utilized in any manner that they wish, including giving the materials developed by you to others so that others can teach the course.

*This column was written by NTT President, Tracy Laux, and NTT Grievance Chair, Jarrod Tudor.*

Would you like a chance at naming this faculty newsletter?

Submit your idea to the AAUP-KSU office at:  
office@aaupksu.org no later than February 27th.

The winner will receive a special AAUP-KSU prize and his or her idea used in future newsletters!

## Negotiations Regional Campus Meetings

The following is the list of future dates and locations for the Negotiations Regional Campus Meetings for those of you who would like to attend. Sessions are open to all CBU NTT faculty, regardless of membership status or campus. We are bargaining for YOU!

- Stark Campus: January 30 - 2:30 pm – Library Conference Room
- Ashtabula Campus: February 6 - 10:00 am – Lake Room
- Geauga Campus: February 6 - 2:30 pm – Gallery Room
- Salem Campus: February 13 - 9:00 am – Room 104
- East Liverpool Campus: February 13 - 2:30 pm – Room 308
- Trumbull Campus: February 20 - 2:30 pm – Room 117 Technology Building
- Tuscarawas Campus: February 27 - 2:30 pm – Business Conference Room A

## Dear Coleen...

*Dear Coleen,*

I am a new non-tenure track faculty member at KSU. Why should I join AAUP-KSU?

*New Professor*

*Dear Professor,*

In short, membership in AAUP-KSU gives faculty members a voice. Through membership, you have the ability to vote on your contract. Additionally, the Non-Tenure Track Unit of AAUP-KSU is responsible for the improvements in faculty work-life. This Unit negotiates the terms and conditions of employment for non-tenure track faculty ranging from salary and benefit provisions to grievance and appeals procedures and much more. We look forward to welcoming you as part of AAUP-KSU. (For a more information on benefits and the process of becoming a member, please see our website!)

*Dear Coleen,*

I lost my copy of the *Collective Bargaining Agreement*. Where can I obtain another copy?

*Curious in Kent*

*Dear Curious,*

The easiest way to obtain a copy of the CBA is on our website! Go to [www.aaupksu.org](http://www.aaupksu.org) and click on the "Full-Time Non-Tenure Track Unit" link. On the left margin, you will find a link to the CBA. You can print it out or save it under your favorites for easy access. Also, if you are having difficulties finding a certain section or topic, you can type a keyword at the top of the page for a quick search!

*Dear Coleen in written by AAUP-KSU Chapter Coordinator, Coleen Casey.*

## What You May Not Know About Faculty Workload

### Did you know:

- The nature of work differs among departments, schools and campuses and is not identical among members of the bargaining unit?
- Workload equivalencies directly related to assigned instructional responsibilities shall be developed by the faculty advisory committee or the faculty council?
- For each semester of the regular academic year each faculty member shall receive a statement of his/her specific workload assignment at least thirty days prior to the beginning of the semester?
- Assignment to overload for additional compensation is not a regular expectation, not a right, and not an obligation of employment?
- Summer and intercession teaching is no part of a faculty member's academic year employment contract, is not a right, and that no faculty member is required to accept a summer of intersession offer of employment?



## AAUP - KSU

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<http://www.aaupksu.org>

### About AAUP-KSU...

At the national level, the AAUP is known for its work in protecting faculty against attacks on tenure and academic freedom, as well as for promoting positive academic values and shared governance.

The Kent State Non-Tenure Track faculty have been represented since the Unit's creation in 1996. It is a strong membership that makes improvements in the work-lives of the faculty possible. The local chapter of AAUP serves as your "union" with responsibility for negotiating the terms and conditions of employment for all full-time faculty at KSU's eight campuses. The Collective Bargaining Agreement encompasses a wide array of salary and benefit provisions, grievance and appeal procedures, and outlines the fundamental principles for shared governance at Kent State at the department, school, college, and campus levels.

### Becoming an AAUP-KSU Member

Through membership in AAUP-KSU, Kent State professors not only receive benefits through both AAUP-KSU and National AAUP, but moreover, a voice.

AAUP-KSU benefits include: information and assistance with faculty concerns, automatic membership in the National and Ohio Conference AAUP, reasonable dues, free legal consultations and notary services, and much more.

Becoming an AAUP-KSU member is easy. Simply go to the website and click

on the "Membership" link. Download the membership form and return a signed copy either through Campus Mail or by fax.

The website contains a more comprehensive list of member benefits as well as testimonials from current members.

For more information, please contact the AAUP-KSU office and ask for either Shannon or Coleen. We look forward to welcoming you as a member!

AAUP-KSU welcomes suggestions, ideas and articles!

If you have something you would like to see in the newsletter, submit it via email to: [office@aaupksu.org](mailto:office@aaupksu.org)

Be sure to include "Newsletter Input" in the subject line.