



Dear Faculty,

It's already mid-October! We hope you enjoyed the first AAUP-KSU News Alert and found it informative and helpful. If there is anything you would like to see or think should be included, please let me know! As always, the Office is available to answer your calls and/or emails. Whether you have an issue or a question, please contact us!

UPCOMING MEETINGS: Anyone interested in serving on any of the many AAUP-KSU committees should contact the office! (Committees include Grievance and Arbitration Committee, Oversight Committee, Committee W, Committee Q (formerly LGBTQ Committee), Racial and Ethnic Concerns Committee, Nominations and Elections Committee, Negotiations Committee, Membership Committee, Action/Media Committee.)

Grievance and Arbitration Committee – Friday, November 7
TT Executive Committee Meeting – Friday, November 14
Council Meeting – Friday, November 14

REAPPOINTMENT/TENURE/PROMOTION (RTP): The Kent State University RTP process for AY 2014-2015 is well underway. As always, AAUP-KSU has RTP Counselors available to assist faculty members should there be a need. If you are in need of assistance, please contact the Office.

FEA/MERIT: FEA/Merit guidelines have been disseminated. The Association was given only 36 hours to respond to the administration regarding the guidelines before it was to be sent to Faculty. If you notice any errors, please contact the Office ASAP.

NEGOTIATIONS 2015: The Negotiations Committee had its first meeting on Wednesday, October 1. It's never too late to join! Anyone interested in serving on the committee should contact the office. Also, please look for communications from AAUP-KSU regarding negotiations. Input and support are essential!

COUNCIL NOMINATIONS AND ELECTIONS: Nominations for open Council positions are due October 20. There are currently no nominations for: Accounting, Architecture, Art, Biological

Sciences, Chemical Physics, Chemistry, Communication Studies, Economics, Education/FLA, Education/LDES, Education/TLCS (1 nomination; two vacancies), Geology, History, Management and Information Systems, Marketing, Mathematics, Modern and Classical Languages (1 vacant seat), Nursing, Pan-African Studies, Theatre & Dance, and Visual Communication Design. Elections where there are more than one nominee will take place shortly following the nomination deadline. Uncontested positions do not require an election. Please consider nominating yourself or a colleague for this important position.

FOLIOWEB UPDATE: An ad-hoc committee (with AAUP-KSU representation) has been formed to investigate a possible replacement to Folioweb that could potentially be implemented as early as AY 2015-2016. AAUP-KSU suggests keeping back-up records of any and all documents on your Folioweb profile.

OCAAUP BOARD OF TRUSTEES NOMINATIONS: Nominations for Vice President, Treasurer, and At-Large Member (Public or Private) are due to the Ohio Conference AAUP Board of Trustees are due January 30, 2015.

PAID PARENTAL LEAVE COMMISSION REPORT: The University-wide Commission on Paid Parental Leave was convened, per the TT CBA (Memorandum of Understanding). A draft report has been created, but the final report has not yet been issued. The CBA calls for the report to be issued no later than the end of Academic Year 2012-2013. We are eagerly awaiting the final report from the administration.

GENDER/RACE TREND ANALYSIS: I have created a Faculty Trend Analysis that studies faculty demographics in regards to race and gender for all faculty, TT Faculty and FTNTT faculty for Academic Years 2013-2014 and 2014-2015. This data will be the subject of a future communication. In the meantime, please contact the Office if you would like a copy of the preliminary data.

GRIEVANCE/ARBITRATION UPDATE:

On Friday, September 5, an arbitration hearing was held in regards to a contractual dispute between AAUP-KSU and the KSU administration. AAUP-KSU filed a grievance against the administration for refusing to lower course caps for freshmen English writing courses on the Regional Campuses after the English Department formally adopted a policy requiring freshman courses to be limited to 19 students across all KSU campuses. Attorney briefs are due on October 23. We will hoping have the arbitrator's ruling before the holidays. If AAUP-KSU is successful in this arbitration (as KSU is questioning the arbitrability of the grievance), the case will proceed to a second arbitration on the merits of the case. AAUP-KSU will provide further updates as the situation develops.

On Monday, September 29, a second arbitrability arbitration was held. AAUP-KSU filed a grievance against the administration for retaliation. The administration is alleging that the case must first go to the Faculty Ethics Committee, however, the TT CBA has a clear grievance procedure. Furthermore, the Faculty Ethics Committee charge explicitly states that it does not

hear cases against administrators. Attorney briefs are due on November 21. Hopefully an arbitrator ruling will come shortly after the New Year. If AAUP-KSU is successful, a case can proceed to a second arbitration on the merits.

Discussions are ongoing to informally resolve a grievance filed against the administration regarding Regional Campus Interim Dean appointments. We are hopeful that a settlement can be reached in this case.

An informal resolution was reached regarding a grievance filed against the administration for violating the Department of History Handbook (specifically, the Workload Equivalencies section). A super majority of the Faculty voted in favor of the resolution. We were quite pleased that this matter could be resolved without resorting to the arbitration process and are working to resolve other matters in a like manner.

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. Just because your paystub has a notation for "Union Dues," it does not mean you are necessarily a member. 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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