



Dear Faculty,

HAPPY HALLOWEEN!



We hope you have enjoyed these bi-weekly news alerts! As always, the Office is available to answer your calls and/or emails. Whether you have an issue or a question, please contact us!

Dear Colleagues,

At this time of year when important RTP and FEA decisions are at hand, I was struck by the particular relevance of a recent article published in the *Chronicle of Higher Education* (<http://chronicle.com/article/Scholars-Take-Aim-at-Student/148859/>). This article reviews a recent critical essay published by Philip B. Stark and Richard Freishtat of the University of California, Berkley. Their article titled “An Evaluation of Course Evaluations” (<http://www.stat.berkeley.edu/~stark/Preprints/evaluations14.pdf>) is especially relevant with respect to our deliberations on teaching effectiveness and excellence. I encourage you to take the time to read both articles and reflect on the appropriate use of our SSI system of course evaluation.

Christopher J. Fenk
AAUP-KSU Chapter President

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: The nominations process for the 2014 Special Council Elections has concluded. Congratulations to the new Council Representatives: Susan Iverson (Education/FLA); Todd Hawley (Education/TLCS); John Thornton (Finance); Kevin Adams (History); Kazadi wa Mukuna (Music); Ann Jacobson (Nursing); George Garrison (Pan-African Studies); Mark Cassell (Political Science); and Melissa Zullo (Public Health/Biostatistics, Environmental Health Sciences and Epidemiology). An election for the Stark Campus representative will take place soon.

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.

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!

Coleen

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