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Dear Faculty,

The final month of 2014 has begun! December will certainly be a full month with finals, graduation, and the holidays. December 8<sup>th</sup> begins finals week and commencement ceremonies are on December 12<sup>th</sup> and December 13<sup>th</sup>. Please note that faculty are still on contract during the holidays and winter intercession.

We sincerely hope you have found these periodic news alerts helpful. And remember, whether you have an issue or a question, please contact us!



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**ANOTHER WIN FOR AAUP-KSU!!** On December 1<sup>st</sup>, the honorable James Mancini ruled in favor of the Association on the arbitrability of the regional course caps grievance. Mancini states:

*“...it would be unreasonable to infer that prior to that date [October 30, 2013] the Union should have known of the Provost’s final decision regarding course caps on the regional campuses. Rather, the evidence clearly demonstrates in this case that the Union did not receive any official confirmation of the Provost’s final decision until October 30, 2013...this arbitrator must find that the Association’s grievance was timely filed and therefore the matter should proceed to a hearing on the merits.”*

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. On Friday, September 5<sup>th</sup>, an arbitration hearing was held between AAUP-KSU and the KSU administration. Because the KSU administration argued that the grievance was not filed in a timely manner, the arbitration was solely related to the arbitrability of the grievance. The case may now proceed to a second arbitration on the merits of the case. A conference call is scheduled for mid-December to discuss dates for this second hearing. AAUP-KSU will provide further updates as the situation develops.

**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.

**NEGOTIATIONS 2015:** The Negotiations Committee met in October and will be meeting again in early December. The Committee will be working on the Negotiations Questionnaire and we hope all Faculty will participate. Input and support are essential!

**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.)

TT Grievance Committee Meeting – Friday, December 5  
TT Executive Committee Meeting – Friday, December 12 (**cancelled**)  
Council Meeting – Friday, December 12 (**cancelled**)

**COUNCIL NOMINATIONS AND ELECTIONS:** The Stark Campus election has concluded. Congratulations to James Seelye!

**GRIEVANCE/ARBITRATION UPDATE:**

On Monday, September 29<sup>th</sup>, a second arbitrability hearing was held. AAUP-KSU filed a grievance against the administration for retaliation against a Faculty member. The administration is asserting that the case must first go to the Faculty Senate Ethics Committee, however, the TT CBA has a clear grievance procedure for cases such as these. Furthermore, the Faculty Ethics Committee charge explicitly states that it does not hear cases against administrators. Attorney briefs are due on November 21<sup>st</sup>. 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. If AAUP-KSU is successful, the case can proceed to an arbitration hearing on the merits of the case, which would take place on March 4, 2015.

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. The grievance has been formally withdrawn. 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.

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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. 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>

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Thanks for reading!

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