

AAUP-KSU

An independent affiliate of AAUP

Dear Faculty,

We hope you find these periodic news alerts helpful. Any time you have an issue or a question, please contact us!

We are wishing for spring!



GRIEVANCE/ARBITRATION UPDATE

Benefits for Dependents of Same-Sex Spouses: Following a Step 2 Hearing to a formal grievance over the denial of healthcare coverage for the child of a faculty member's spouse, the administration says it will present the issue to the KSU Board of Trustees at the March 11th meeting with a recommendation for a more inclusive policy. In an email to AAUP-KSU on February 24, President Warren said: "My team continues to work toward changes in the wording of the policy regarding benefits for children of domestic partners, and we are very close to finalizing that change. This effort has been on-going and is the right thing to do."

While the President's response is encouraging news for faculty and for the family affected, AAUP-KSU's grievance will remain in force until the discriminatory policy is resolved.

The Faculty member in this case attempted to enroll the biological child of her spouse in medical benefits during the open enrollment period for 2015. She was told that the child is not

eligible for coverage under the plan. AAUP-KSU views the University's refusal to extend such coverage as discrimination on the basis of sexual orientation and therefore a violation of the CBA.

We find it troubling that benefits are being withheld from a child in serious need of coverage and will be providing further media coverage of this case in the event that the matter is not resolved quickly.

Tenure JAB Case: Despite a unanimous vote from the Faculty and unanimous positive recommendations from the unit administrator, the CAC, the dean, and the Provost's Advisory Committee, Provost Diacon denied the application for tenure. The Provost's decision was subsequently upheld by the Joint Appeals Board (JAB) and President Warren. On January 30, 2015, AAUP-KSU filed a formal grievance against the KSU administration citing seven (7) major procedural errors. The parties are in the process of scheduling the Step 2 hearing. AAUP-KSU has expressed deep concern over the message the Provost's decision sends to tenure-track Faculty and those who might be considering employment at Kent State University. It calls into question the integrity of shared governance. **UPDATE: On Thursday, February 26, the parties met for the Step 2 Hearing. The University's response is due 15 days after the meeting.**

FEA/Merit Eligibility: AAUP-KSU met with the administration to informally resolve a grievance related to Faculty Excellence Awards (FEA)/Merit. The Association objected to the inclusion of a former interim chair among the list of Faculty members eligible to receive FEA/Merit. The Faculty member was the interim chair of a department for two semesters during the review period. The administration believes that the Faculty member is eligible because he/she was in the bargaining unit at some point during the review period. The Association believes that this interpretation is incorrect as it could hypothetically lead to administrators being moved into the bargaining unit for a period of time as short as a single day to be eligible to receive FEA/Merit. Discussions are ongoing to informally resolve this issue and we are hopeful that a settlement can be reached. **Faculty should be aware of such implications when accepting administrative positions.** **UPDATE: The Association is working towards an agreement that would defer this matter until bargaining this summer where appropriate definitions and timetables for inclusion/exclusion of faculty who accept interim administrative appointments are described. A final, official correspondence verifying this agreement is anticipated in the near future.**

Regional Campus Interim Dean Appointments: Discussions are still ongoing to informally resolve a grievance filed against the administration regarding Regional Campus Interim Dean appointments. **UPDATE: Association representatives met with Provost Diacon and Associate Provost Averill on Tuesday, February 24. Negotiations have begun moving forward again and are showing great promise. We are hopeful this issue will be resolved soon.**

NOMINATIONS AND ELECTIONS

It is that time of the year! Call for Nominations for Chapter President and open Council representative positions were sent on February 21. Nominations are due by March 2 with elections occurring in April. Please consider nominating yourself or a trusted colleague.

We are seeking nominations from Departments/Colleges and Campuses whose current Delegate's term expires in August 2015 or is current vacant: **Accounting, Anthropology, Architecture, Art, Biological Sciences, Chemical Physics, Chemistry, Communication Studies, Computer Science, Economics, EHHS/Health Sciences, EHHS/LDES, EHHS/TLC, English, Fashion Design & Merchandising, Geography, Geology, Library & Information Science, Management & Information Studies, Marketing, Mathematical Sciences, Modern & Classical Languages, Nursing, Psychology, Sociology, Technology, University Libraries, Visual Communication Design, Salem Campus, Stark Campus, Trumbull Campus, Tuscarawas Campus.** To be eligible, one must be a member of AAUP-KSU for at least one year prior to the beginning of the term.

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).

SUMMER TEACHING

The Summer Teaching 2014 Analysis will be available in our next communication. The analysis studies 2014 summer teaching in terms of the sections cancelled, sections taught for proportional compensation, and average compensation. The data is delineated by department, college, campus and by bargaining unit (TT and FTNTT). It will also examine the data in relation to 2013 summer teaching.

A note for Regional Campus Faculty: Several Faculty have notified AAUP-KSU of communications sent by the administration that ask Faculty to respond if they are willing to accept proportional compensation for summer teaching. Such responses are unnecessary and non-binding. Please contact the Office if you have further questions.

UPCOMING MEETINGS

If you are interested in supporting the objectives of AAUP-KSU, consider joining a committee. 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, and the Action/Media Committee. Just contact the Office.

TT Grievance Committee Meeting – Friday, March 6 – 10:00am – 12:00pm

TT Executive Committee Meeting – Friday, March 13 – 10:00am – 12:00pm
Council Meeting – Friday, March 13 – 1:00pm – 3:00pm

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 who have questions or concerns. If you or a colleague needs assistance, please contact the Office. Tenure decisions are due by March 15 and promotion decisions are due by April 15.

NEGOTIATIONS 2015

The Negotiations Committee met on Thursday, February 5th. The committee reviewed documents provided during to the Health Benefits Review Committee, reviewed data related to healthcare costs, discussed the negotiations information request, and discussed and edited the Negotiations Questionnaire. It is important that Faculty tell us what matters most to them! And remember, support is essential!

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>

Thanks for reading!

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