

AAUP-KSU

An independent affiliate of AAUP

The semester is nearing an end and we know you are busy! But any time you have an issue or a question, please contact us!



CONGRATULATIONS TO JENNIFER LARSON!

Jennifer Larson has been elected AAUP-KSU Chapter President. Her term will begin this August, 2015.



NEGOTIATIONS UPDATE

AAUP-KSU filed its Notice to Negotiate form with the State Employee Relations Board on April 10th and the parties met briefly on April 20th. Talks will begin in earnest in late May or Early June. The AAUP-KSU bargaining team will consist of Deborah “Deb” Smith (Chief Negotiator), Kara Robinson, Kathy Kerns, Mariann Harding, Gina Zavota, David Dees, and Coleen Casey.

Heading into negotiations, the administration often asserts that Faculty salaries are an ever growing segment of the budget. But the actual data suggests otherwise.

Fall Semester 2014:

TT Faculty members	811
FTNTT faculty members	530

Total full time faculty members	1,341
Total full time administrators and professional staff	1,533

Calendar Year 2014:

Administrators and Professional Staff earning more than \$100,000	181
Administrators and Professional Staff earning more than Full Prof. base	387
Administrators and Professional Staff earning more than Assoc. Prof. base	594
Administrators and Professional Staff earning more than Assist. Prof. base	964
Administrators and Professional Staff earning more than FTNTT base	2,274

Since 2012, there has been a total increase of:

TT Faculty members	-5
FTNTT faculty members	67
Total full time faculty members	62
Total full time administrators and professional staff	145

Comparing FY 2010 with FY 2014 the **percentage of the total budget required** for:

TT Faculty Salaries	decreased from 17.25% to 15.2%
FTNTT faculty salaries	increased from 3.25% to 4.62%
Administrative and professional staff salaries	increased from 17.09% to 18.9%
All full-time faculty salaries	decreased from 25.31% to 24.14%
All non-faculty salaries	increased from 24.8% to 25.39%

So, salaries for administrators and professional staff as a percentage of the total budget **increased** by 10.5% between FY 2010 and 2014, while salaries for TT Faculty as a percentage of the total budget **decreased** by 12%. Ultimately, budgeting is all a matter of priorities.

What are Kent State's priorities?

Thanks to everyone who filled out AAUP-KSU's negotiation survey! We had an amazing response rate and received valuable information from those we represent.

THANK YOU!

A sincere thank you to everyone who wrote and/or called state representatives to urge the anti-union language be removed from the House Budget Bill (HB 64). The House Finance Committee removed the language before its vote on April 20th. While the fight is an ongoing one (and the budget bill still needs to be passed by the state legislature) we were successful at this level! All thanks to YOU!

GRIEVANCE/ARBITRATION UPDATE

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. 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. On March 27, 2015, the University submitted its Step 2 Answer denying this grievance. **UPDATE: The Association has received approval through its governing bodies to appeal this case to arbitration and the demand for arbitration was submitted on April 24.**

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: AAUP-KSU is pleased to announce that the parties have agreed to an informal resolution of this grievance. AAUP-KSU and the University have agreed to changes in the CBA language that governs this issue. The changes will be inserted into the new CBA that will be bargained this summer and will still be subject to approval by the membership along with the rest of the CBA..**

COUNCIL ELECTION RESULTS

The following Faculty members have been elected to Council (in units where there was only one candidate, no election took place):

Department of Art – Carol Salus

Department of Health Sciences – Laurie Wagner

Department of Teaching, Learning, and Curriculum Studies – Walter Gershon

Department of Geography – Tom Schmidlin

School of Library and Information Science – Karen Gracy

University Libraries – Kara Robinson

Salem Campus – Sue Wamsley

Stark Campus – Jennifer Cunningham

Tuscarawas Campus – Jean Engohang-Ndong

Terms begin August, 2015.

Congratulations and thank you for you willingness to serve AAUP-KSU!

AAUP COLLECTIVE BARGAINING CONGRESS (CBC) DELEGATE ELECTIONS

Each year, AAUP-KSU holds elections for delegates to attend the AAUP CBC Annual Meeting in Washington, D.C. (June 10 – 14, 2015). The TT Unit of AAUP-KSU will have three delegates representing the unit at the conference. Only members of AAUP-KSU are eligible to participate.

CBC DELEGATE ELECTION: April 22 – May 1

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 Executive Committee Meeting – Friday, May 8 – 10:00am – 12:00pm
Council Meeting – Friday, May 8 – 1:00pm – 3:00pm

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).

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 have been posted on FolioWeb and promotion decisions are due by April 15.

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>

Thank you for reading!

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