

AAUP-KSU

An independent affiliate of AAUP

Congratulations on another great year! It may be summer, but AAUP-KSU will still be here if you have an issue or a question, please call! Also, don't forget that Negotiations take place this summer! Be on the look-out for communications from AAUP-KSU!



NEGOTIATIONS UPDATE

Negotiations for a successor Collective Bargaining Agreement (CBA) will start on May 28th when AAUP-KSU and the administration meet to set ground rules for bargaining and to discuss which articles each party plans to “open.” Any articles that are not opened by either party remain the same as in the 2012 CBA. Articles covering salary and benefits are opened by default. Proposals and counter-proposals of new language for each of the opened articles will be made by the parties in meetings over the next few months. The parties aspire to reach a tentative agreement on a successor contract before the current contract expires on August 18, 2015. The tentative agreement will then be put to a vote of AAUP-KSU members. Only when our members (and the KSU Board of Trustees) approve the tentative agreement does it become the new contract. While we are hopeful that a new agreement can be reached in a timely manner, it is in the nature of negotiations to be unpredictable. If the administration approaches bargaining with us in the same manner as with AFSCME, bargaining may persist well past our August 18th target date. However, until a new CBA is approved by our members and by the Board of Trustees, the terms and conditions of the current CBA remain in effect.

[MEET THE AAUP-KSU TEAM!](#)



Deborah (Deb) Smith (chief negotiator) is Associate Professor of Philosophy on the Kent Campus. She has been the Chair of the Negotiations Committee since 2013. Prior to that, she served seven years as Grievance Chair for AAUP-KSU. She was on the AAUP-KSU bargaining team in 2012 and served as an advisor to the team in 2008.



Mariann Harding is Associate Professor of Nursing Technology on the Tuscarawas Campus. She has an academic expertise in healthcare benefits and is currently serving as one of AAUP-KSU's representatives on the Healthcare Benefits Review Committee.



Kathy Kerns is Professor of Psychological Sciences on the Kent Campus. She is a longtime member of AAUP-KSU's Grievance Committee and has served as one of AAUP-KSU's RTP counselors assisting candidates through the appeals process.



Kara Robinson is Associate Professor in the University Libraries on the Kent Campus. She is a past President of AAUP-KSU. She also served on the AAUP-KSU bargaining team in 2008, has served as an advisor to several previous teams, and is a longtime member of AAUP-KSU's Grievance Committee.



Gina Zavota is an Associate Professor of Philosophy on the Kent Campus. She is currently serving as the AAUP-KSU Grievance Committee Chair.



David Dees, Associate Professor Foundations, Leadership and Administration on the Salem Campus and Director of the Center for Teaching and Learning, will serve as a back-up team member. He was on the AAUP-KSU bargaining team in 2012.



Coleen Casey, Chapter Director for AAUP-KSU, will also serve as a back-up team member. She has served as a bargaining team member for both the TT and FTNTT units of AAUP-KSU.

The administration's team will consist of:

- Sue Averill, Associate Provost for Faculty Affairs,
- Eric Mintz, Associate Dean of the College of Arts & Sciences,
- Denise Seachrist, Interim Dean of the Stark Campus,
- Robert Sines Interim Dean of the College of Applied Engineering, Sustainability & Technology,
- Jarrod Tudor, Interim Dean of the Geauga Campus.

The administration has not yet identified their chief negotiator, but their bargaining team has significant bargaining experience. Sue Averill, Denise Seachrist, and Robert Sines served on the administration's bargaining team in 2012. Eric Mintz served as AAUP-KSU's chief negotiator in 2012.

AAUP-KSU will provide frequent negotiation updates throughout the summer. We also plan to make available on our website the specific language of each proposal and counterproposal made by either party as negotiations unfold. We'll let you know how to access these proposals in a future update.

AFSCME INFORMATIONAL PICKETING

Despite a restraining order restricting demonstrations, picketing, and rallying between April 25, 2015 and May 9, 2015 (when inauguration and commencement ceremonies occur), AFSCME Local #153 and their supporters were present outside of the MAAC on May 1st to protest the unfair treatment of AFSCME members by the administration during negotiations. Complying with the injunction, members of AFSCME and its supporters demonstrated before, during, and after the inauguration event and even spoke with U.S. Senator Sherrod Brown, D-Ohio, state Representative Kathleen Clyde, D-Kent and Connie Schultz (wife of U.S. Senator Sherrod Brown) who showed their support of the workers. AAUP-KSU fully supports AFSCME in their attempt to reach a fair contract with Kent State University and has committed resources providing 1-week of full pay to AFSCME Local #153 members in the event of a labor strike.



*Chapter President Christopher Fenk and First Vice President (and President-Elect) Jennifer Larson participating in Informational Picketing on May 1.
(Photo copyright Coleen Casey 2015)*

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. 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. **UPDATE:** Because the administration is questioning the arbitrability of the grievance, a hearing must first be held to determine if it is arbitrable, and if AAUP-KSU is successful, a second hearing will be held to hear the merits of the case. The parties will meet in late May to select an arbiter.

SUMMER TEACHING COST CALCULATOR

As in years past, AAUP-KSU has prepared a cost-calculator for summer teaching. While it is the University's responsibility to develop the formula to determine minimum enrollment for enrollment-contingent courses, AAUP-KSU's cost calculator allows faculty members to review the true costs for summer teaching. This is not meant as a replacement for the administration's summer course formula, but will be useful to faculty in determining whether or not they want to teach summer courses and to negotiate with local administrators. This calculator is available upon request.

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. Congratulations to Yuko Kurahashi for being elected as an AAUP-KSU CBC Delegate!

AAUP CBC/AAUP ANNUAL MEETING: June 10 – 14, 2015

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).

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!

Coleen Casey
Director
AAUP-KSU
P: 330-673-9118
ccasey@aaupksu.org

office@aaupksu.org