

AAUP-KSU

September 8, 2017

It is the beginning of another school year and we at AAUP-KSU are excited to share it with you! We especially welcome all new faculty to Kent! Remember to contact AAUP-KSU with any questions, issues, or concerns. We are here to help you Monday through Friday, 9:00am - 5:00pm.



ANNOUNCEMENTS

- Reappointment, Tenure, and Promotion (RTP) season is approaching! Please refer to the see the [Preliminary Timetable](#) and the [AY 2017-2018 RTP Guide](#) for more information.
- The OCAAUP Annual Meeting is November 3 – 4. Anyone interested in attending should contact the AAUP-KSU Office.
- Print copies of the *Collective Bargaining Agreement* are available upon request and can be sent to you through Campus Mail.

GRIEVANCE/ARBITRATION COMMITTEE UPDATE

Tuition Benefits: The Association was contacted by several Faculty members regarding fees that either they or their spouse are being charged for courses being taken at KSU. The CBA states that the general and instructional fees are waived for eligible faculty members' spouses (and University Policy contains similar language with regard to faculty members themselves). However, the instructional fees of Faculty and spouses of Faculty in specific programs, for which the Board of Trustees approved a tuition rate higher than the basic in-state tuition, are only reimbursed up to the amount of the basic in-state tuition rate. On March 17, 2016, an informal resolution meeting was held. Subsequent to the meeting, the University notified the Association that the specific cases that the Association is knowledgeable of, have

been fixed with the Faculty member and/or spouse being reimbursed the full amount. **UPDATE:** Despite the administration's claims that affected Faculty members have been reimbursed, it is clear that has not occurred. Additionally, AAUP-KSU requested information in order to determine if any other Faculty member or his/her dependent has been affected and the administration has not provided the data (even though AAUP-KSU requested information without identifying factors in accordance with FERPA). Because of the administration's unwillingness to reimburse the affected Faculty members and provide information to ensure the CBA language is being properly implemented, AAUP-KSU filed for arbitration. The parties have selected the arbiters and are currently working to find mutually-agreeable dates in which to hold the arbitration hearing.

Search Committee Composition: A Faculty member informed the Association that a search committee for the Director of a school was being chaired by an administrators. The CBA states that members of search committees for Chairs or School Directors must be tenure-track Faculty or full-time non-tenure track faculty members (with tenure-track Faculty being in the majority) (Article VI, Section 8.A). Therefore, since administrators are neither tenure-track Faculty or full-time non-tenure track faculty, they are not eligible to be members of search committees for Chairs or School Directors and thus may not be appointed to the position of Chair of such a committee. After unsuccessful attempts to resolve this issue, AAUP-KSU filed a grievance on April 14, 2017. On August 24, 2017, the administration provided its response denying the grievance. AAUP-KSU will be filing for arbitration in this matter.

If you have an issue, question, or concern regarding any provision of the CBA, please contact AAUP-KSU as soon as possible.

AAUP-KSU COUNCIL REPRESENTATION

Is your academic unit/campus represented on Council? If you are in any of the units listed below, your unit is **NOT** represented. This means you and your colleagues might be missing out on important updates and information as well as not getting your unit's issues and concerns considered or addressed. However, it is an easy problem to remedy! Any TT member of AAUP-KSU in your unit can serve and the commitment is not arduous. Council meets once a month on campus for a meeting that generally lasts under two hours. Please contact Coleen Taylor (330-673-9118 / ccasey@aaupksu.org) if you or a colleague is interested!

ACCOUNTING	ANTHROPOLOGY	ART	ASHTABULA CAMPUS
BIOLOGY	CHEMICAL PHYSICS	CHEMISTRY	ECONOMICS
EHHS/FLA	EHHS/LDES	FASHION DESIGN & MERCHANDISING	GEOGRAPHY
MIS TECHNOLOGY	MARKETING	MATH	NURSING

OFFICE HOURS POLICY UPDATE

All Faculty should have received an electronic communication regarding the updated Office Hours policy. For your convenience, a link to the policy is included below:

[Operational Procedures and Regulations Regarding Faculty Office Hours](#)



JOSEPH DIESTEL

January 27, 1943 – August 17,
2017

[Joseph Diestel](#), Professor of Mathematics and AAUP-KSU Past President (1988 – 1990), passed away on August 17, 2017. AAUP-KSU sends its deepest condolences to his family and friends.

Are you sure you are a member of AAUP-KSU?

Just because you received this email, does not mean you are a member of AAUP-KSU! Membership is voluntary and is **NOT** automatic. You must fill-out and sign a form to become a member of AAUP-KSU. (All faculty members, 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. Members enjoy special benefits including being able to participate in voting on *Collective Bargaining Agreements*, electing officers, serving on committees, legal consultations and special events! <http://www.aaupksu.org/membership/content/dues.php>

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AAUP-KSU
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