

Faculty Inter-Action

Newsletter of the Kent State University Chapter of AAUP

When might you want or need help from AAUP-KSU?

- You have questions about the personnel processes.
- You want someone outside your academic unit to review your file or give you advice about its composition.
- You believe that the process has been violated or an error of fact has occurred in the process.
- You want assistance in preparing an appeal of a negative recommendation.
- You would like to “toll” part of your probationary period.



Kathryn Makra, AAUP-KSU Executive Director is available to answer questions about the process.

History of Kent State's R/T/P Policies

Kent State's reappointment, tenure, and promotion policies have been developed over many years by faculty bodies.

In the 1970s when KSU's faculty chose to be represented by a bargaining agent, the parties to the first contract agreed that the Faculty Senate would have the primary responsibility for matters related to professional standards.

As a result, these policies have all originated in the Faculty Senate Professional Standards Committee, and been approved

by the Faculty Senate and KSU's Board of Trustees.

These policies are formally incorporated as appendices of the **Collective Bargaining Agreement** and, as such, are contractually enforceable.

In the early 1990s, the Faculty Senate significantly revised the existing tenure and promotion policies, and added a new reappointment policy, to reflect the broad principles of professional contributions embodied in Ernest Boyer's **Scholarship Reconsidered**.

Department/School/Campus Handbooks Important Part of Process

The **Collective Bargaining Agreement** calls for the development of handbooks at the unit level that expand on the University's R/P/T policies.

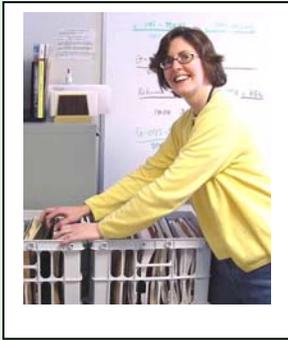
Academic unit Handbooks are expected to address the relative weights of different types of scholarship and what is considered appropriate institutional citizenship at the unit level.

The mission of different academic units varies widely so it is important to familiarize yourself with your own academic unit's criteria and its weights.

For example, Regional Campuses may give greater weight to outreach activities and what is being called "the scholarship of engagement."

On the Kent Campus, particularly in the College of Arts and Sciences greater weight is generally given to publications and grant-related activities.

It is important to know in advance what your department, school, or campus considers to be most important in the tenure and promotion process. Ask senior faculty for advice. Read your handbook.



**Jennifer Larson,
AAUP-KSU
Grievance
Officer, or
another member
of the Grievance
Committee often
works with
faculty members
on appeals.**

***“AAUP-KSU provides
services to both
members and non-
members alike.”***

Should I Appeal a Negative Recommendation?

The R/P/T policies provide opportunities for candidates to appeal a negative recommendation at every stage of the process—department or school, campus, college, regional campus system, and University level.

Faculty members who receive a negative reappointment or tenure recommendation at the University level also have the right to appeal to the

Joint Appeals Board (JAB), a body created by the **Collective Bargaining Agreement**. Each appeal at this level is submitted to a panel of two faculty members and two administrators.

Faculty members who have been denied promotion twice also have the right to appeal to the JAB.

A detailed description of the appeals process is

described in Article VII Section 2 of the **Collective Bargaining Agreement**.

While faculty members have the right to appeal without the assistance of AAUP-KSU, we are always ready to assist faculty colleagues who call upon us for help in navigating this complex process.

About AAUP-KSU

At the national level, the American Association of University Professors (AAUP) is a respected professional organization known for its strong advocacy of academic freedom, shared governance, and the defense of academic values.

The local chapter of AAUP serves as your “union” with responsibility for negotiating the terms and conditions of employment

for all full-time faculty at KSU’s eight campuses. The chapter includes two bargaining units—one for tenured and tenure-track faculty members and one for non-tenure track faculty members.

AAUP-KSU provides services to both members and non-members alike. One of our most important responsibilities is to negotiate the **Collective Bargaining Agreement** that governs matters such

as salary increases, benefits, and the structure for shared governance at the department, college, and campus levels.

Membership in AAUP-KSU is not automatic even though all faculty members will pay some share of the costs of faculty representation. We hope that you will join the majority of your faculty colleagues by becoming an AAUP-KSU member if you are not already one.

AAUP-KSU

Serving Faculty at Kent State for 30 years

1100 E. Summit Street

Kent, Ohio 44240

330-673-9118

www.aaupksu.org