

Your Idea Could Go Here!

See contest insert, page 3

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AAUP-KSU

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Former AAUP-KSU Employee Hired as Associate Provost

On October 22, 2008, it was announced that Sue Averill will become the new Associate Provost for Faculty Affairs. Sue Averill was the Executive Director for AAUP-KSU. Most recently, she was employed with Cleveland State University. Sue will begin her new position as of December 1, 2008.

Candidates vying for the position left vacant after Gayle Ormiston's departure last August. For seventeen years, Sue Averill was the Executive Director for AAUP-KSU. Most recently, she was employed with Cleveland State University. Sue will begin her new position as of December 1, 2008.

The President's Perspective

Welcome to our new newsletter format! Thanks to our new Chapter Coordinator, Coleen Casey, and her public relations expertise, AAUP-KSU is moving in the direction of a new and improved newsletter with plans for a greater frequency of communication with our membership. We invite you to take special note of our contest to choose a new name for the AAUP-KSU newsletter. The person with the best suggestion will win a prize, the recognition of their peers, and the chance to see their idea in a banner headline! (Prizes will also be awarded to second and third place) Send your suggestion in before the December 31st deadline to be eligible for the contest.

While most of us complain that we already have enough work to do, the reality is that there is no union without you. When I hear people say that they are going to "call the union," or that "the union will take care of that," I am somewhat surprised. YOU are the union — WE are the union. Right now, the bulk of the work on behalf of our 872 bargaining unit members is done by a small number of dedicated and hard-working individuals.

"The reality is that there is no union without you... YOU are the union... WE are the union"

In addition, I'm going to use my space See President, page 2

Good News to Report on the Communications Front

Open and productive communication between the Grievance Chair and KSU Chairs, Directors and Deans is at an all-time high.

I have spoken to new chairs and directors about how to avoid grievances, at the invitation of Timothy Moerland, Dean of the College of Arts and Sciences and to the chairs in the College of Business at the invitation of George Stevens, former College of Business Dean.

These talks covered four main topics:

1. The need to know and follow the rules spelled out in the *Collective Bargaining Agreement* (CBA), academic unit handbooks and University Policy.
2. The need to consult with Faculty advisory bodies on matters central to the academic mission of the academic unit.
3. The role of Faculty in developing and revising handbooks and an overview of contractu-

ally required handbook topics.

4. The need to avoid illicit sanctions against Faculty.

A follow-up presentation with the A&S Chairs Council covered the topic of sanctions for cause. This talk focused on the desirability of informal resolution, the procedures that need to be followed if formal sanctions are being considered, the due process rights of Faculty facing sanctions for cause, and the desirability of progressive discipline when discipline is needed.

Emails to the Deans of all Colleges and Campuses regarding avoiding grievances and processing salary adjustment requests resulted in positive feedback from a number of Deans.

More and more Chairs, Directors and Deans seem to be viewing AAUP-KSU as a valuable resource for information about the CBA. We welcome that role!

The only cloud on the communications horizon is the Provost's

demand that the Association cease communicating with Chairs, Directors and Deans directly and instead route all communications through David Ochmann, Associate University Counsel. This seems unnecessarily adversarial from our perspective, and in fact, would be particularly problematic in such areas as the informal resolution of grievances. Are our communications with Chairs, Deans and Directors an unfair labor practice, as has been charged? The University has failed to provide any legal language supporting that viewpoint, nor are we aware of such language. We hope that this glitch in AAUP-KSU and University relations is resolved soon.

Next issue: Updates on recent grievances and arbitrations — stay tuned! In the meantime, if you would like information on avoiding grievances, on the sanctions procedure or on salary adjustments, please contact the AAUP-KSU office.

This report is written by Deb Smith, the AAUP-KSU Tenure Track Grievance Chair.

President — from page 1

The Association functions primarily on volunteer efforts, and there is always something to be done! So, consider donating some time. If you visit our website, you'll see a link to our committee volunteer form. It contains a list of the committees that look for volunteers and a short description of what those committees do. Download it, fill it out and send it in. And don't hesitate to indicate the time you have available. We understand time constraints and we will honor yours.

I wish you a successful conclusion to your semester

and I look forward to hearing from you in the near future. Your comments, concerns and ideas for improving the Association are always welcome. And if you volunteer to help make those improvements happen, all the better!

Take care,

Lee Fox

AAUP-KSU Chapter President

Dear Coleen...

Dear Coleen,

I have received a negative recommendation for tenure from my College . What can I do?

A Kent State University Professor

Dear Professor,

In the event that you receive a negative recommendation for either reappointment, tenure, or promotion, please contact the AAUP-KSU office and ask for me. After obtaining your basic information, I will request both the ballot forms and the letter from your Dean to be sent as an attachment via email. Then we can assign you an RTP Counselor to help you through the process. All of our counselors are very knowledgeable of the RTP process and will be able to answer your questions and address your concerns.

Dear Coleen,

I lost my copy of the *Collective Bargaining Agreement*. Where can I obtain another copy?

Curious in Kent

Dear Curious,

The easiest way to obtain a copy of the CBA is on our website! Go to www.aaupksu.org and click on the "Tenure Track Unit" link. On the left margin, you will find a link to the 2008 CBA. You can print it out or save it under your favorites for easy access. Also, if you are having difficulties finding a certain section or topic, you can type a keyword at the top of the page for a quick search!

Dear Coleen is written by AAUP-KSU Chapter Coordinator, Coleen Casey.

Would you like a chance at naming this faculty newsletter?
Submit your idea to the AAUP-KSU office at:
office@aaupksu.org no later than December 31st.

The winner will receive a special AAUP-KSU prize and his or her idea used in future newsletters!

What You May Not Know About Reappointment, Tenure, and Promotion Reviews

Did you know:



- You have the right to request to see your file at any stage in the process to verify that nothing has been added to or subtracted from it without your knowledge?
- You have the right to be given copies of Faculty ballots and the relevant administrator's recommendation concerning your reappointment, tenure, or promotion no later than the time at which those documents are forwarded to the next higher administrator?
- You have the right to have a letter specifying errors of procedure or fact in the administrator's letter or in the Faculty ballots included in your file?
- Any Faculty member who has received a negative recommendation has the right to appeal to the next higher academic officer, or in some cases, to the Joint Appeals Board?
- You have the right to be assisted through your appeal by AAUP-KSU?

AAUP - KSU

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About AAUP-KSU...

The Kent State faculty have been represented for over 30 years by the KSU chapter of the American Association of University (AAUP-KSU). At the national level, the AAUP is known for its work in protecting faculty against attacks on tenure and academic freedom, as well as for promoting positive academic values and shared governance.

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 Collective Bargaining Agreement that is negotiated every three years for all full-time faculty encompasses a wide array of salary and benefit provisions, grievance and appeal procedures, and outlines the fundamental principles for shared governance at Kent State at the department, school, college, and campus levels.

Becoming an AAUP-KSU Member

Through membership in AAUP-KSU, Kent State professors not only receive benefits through both AAUP-KSU and National AAUP, but moreover, a voice.

AAUP-KSU benefits include: information and assistance with faculty concerns, automatic membership in the National and Ohio Conference AAUP, reasonable dues, free legal consultations and notary services, and much more.

Becoming an AAUP-KSU member is

easy. Simply go to the website and click on the "Membership" link. Download the membership form and return a signed copy either through Campus Mail or by fax.

The website contains a more comprehensive list of member benefits as well as testimonials from current members.

For more information, please contact the AAUP-KSU office and ask for either Shannon or Coleen. We look forward to welcoming you as a member!

AAUP-KSU welcomes suggestions, ideas and articles!

If you have something you would like to see in the newsletter, submit it via email to: office@aaupksu.org

Be sure to include "Newsletter Input" in the subject line.