

The Faculty Voice

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AAUP-KSU

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A GREEN Initiative!

Starting with the next issue of *The Faculty Voice*, we will be taking a more “green” approach to distribution. In 2010, newsletters will be delivered electronically.

However, if you would like to receive the newsletter in paper form, please send an email to the office with a request, and

we will send one out! Additionally, if you wish the newsletter sent electronically to an alternate email address, please send the office an email notification.

Coleen

Chapter Coordinator, AAUP-KSU

A Note Regarding Intellectual Property

Recently, the Office of Continuing and Distance Education sent out a call for proposals for the development of new distance education courses to be offered during summer 2010. These grants would pay Faculty \$6,000 to develop a distance/distributed learning course but only on the condition that the faculty member enters into a written agreement which gives the University ownership of the intellectual property.

Please be advised that you need not accept a Summer Distance Education Course Development Grant or otherwise sign away your right to the ownership of the intellectual property in order to be compensated for the initial development of a distance/distributed learning course.

Article XX, Section 5.A (p. 75) of the TT Collective Bargaining Agreement governs compensation for development and revision of distance/distributed learning courses (D/DL). Faculty who agree to perform the initial development of a course for D/DL instruction may elect

one or the other of the payment options specified below:

1) A workload equivalency appropriate to the scope and nature of the project, but of at least three (3) credit hours unless specified otherwise in the academic unit or regional campus handbook.

2) A one-time cash payment, payment to be made upon completion of the development of the course.

Since you are not required to sign away any part of your intellectual property rights in order to receive compensation for the development of a D/DL course under the CBA, Faculty should think twice before accepting one of these Summer Distance Education Course Development Grants.

You have the right to refuse to sign any agreement that does not adequately protect your intellectual property rights or adequately compensate you for waiving those rights.

From the Desk of the President

The end of the semester is here -- I can't believe how quickly it passed.

I hope all of you have very happy holidays and a relaxing (or productive, if that is your preference) intersession!

I think I'm looking at a productive intersession (my desire to relax notwithstanding.)

We are working on a new homepage design (and I will have to give in and have my picture on the TT unit's page). We also want to offer you a new and green option for receiving the newsletter.

And it is time to put together a new Negotiations Committee -- bargaining won't be until summer of 2011 but we need to start our preparations. If you are interested in serving on the Negotiations Committee (or any of our other committees), we will be sending out a Committee Interest Form at the start of the spring semester.

Sincerely,

Kara

AAUP-KSU Chapter President

F.A.Q.

Below are several frequently asked questions and answers. If you have questions that are not listed here or you need further information, please contact our office at 330-673-9118 or office@aaupksu.org.

Q: *Why should I become a member?*

A: The most important benefit of membership is the right to vote on such issues as future collective bargaining agreements, the election of department of campus representatives to the AAUP-KSU Council, which is the governing body of the Chapter, and future AAUP-KSU Presidents. As a KSU Chapter member, you will automatically become a member of the national AAUP, which is a professional organization known for its defense of academic freedom and tenure. Also, as an AAUP member, you will also receive a subscription to *Academe*, which publishes an annual survey of faculty salaries.

Q: *Do I have to become a member to be represented by AAUP-KSU in the event of a violation of my contractual rights?*

A: Absolutely not! Regardless of whether or not you are a member, AAUP-KSU represents every Faculty member to the best of its ability.

Q: *I have heard of additional benefits that I am eligible for if I become a member. What are they?*

A: Such additional membership benefits include free notary services, access to one free legal consultation per year, membership in the Kent Credit Union and/or Seven Seventeen Credit Union, and a complimentary copy of the latest edition of AAUP's Policy Documents and Reports upon request.

Q: *Do I have to be a full-time faculty member to join AAUP?*

A: You have to be a full-time faculty member to join AAUP-KSU as we only bargain for the Tenure Track and the Full-Time Non-Tenure Track units, however, you do not have to be full-time to become a member of National AAUP. Please call our office for more details.

Q: *I have some questions that relate to the Collective Bargaining Agreement, but I am not sure if I should call the office.*

A: Please do not hesitate to call us! We are more than happy to answer any questions you may have! Call or email Coleen and Shannon!

Faculty Senate and AAUP

In the 1970s when Kent State's Faculty voted in favor of representation, both the University administration and the representatives of the Faculty recognized and endorsed in the first collective bargaining agreement the existence of a Faculty Senate as the primary governance body involving Faculty at the level of the University.

Historically, there have been close ties between the Faculty Senate and the faculty union, now AAUP-KSU. Not all elected members of the Faculty Senate are members of the Association but many faculty leaders are and have been involved in both the Senate and the faculty union, and some of these individuals have even entered University administration. At times, the University has perceived these close ties between Senate and the Association as an effort on the part of the Association to manipulate the Faculty Senate. I disagree. Both groups provide Faculty leadership in representing the Faculty. Both groups have an ongoing interest in advocating in support of faculty and faculty welfare.

There are also some key distinctions between the two groups. The Faculty Senate Charter grants the Senate three types of responsibilities. It has primary responsibility for the academic standards and educational policies of the University, for professional standards, and for specifying the mechanisms for Faculty participation in University governance. The Faculty Senate has shared responsibility for advising on academic planning, student affairs, the selection of academic administrative officers, and academic facilities. It also has advisory responsibility to counsel the president on the University budget, proposed changes in the administrative organization of the University, and nonacademic facilities. These three responsibilities, primary, shared, and advisory, form the "charge" for the Faculty Senate and serve to guide the majority of its actions.

The focus of the Association is primarily on the enhancement of the terms and conditions of employment of KSU's Faculty. However, the CBA also provides the fundamental outline for shared governance at the department, school, campus, or college levels. The Association has a strong interest in ensuring that appropriate consultation occurs with the Faculty Senate, particularly with regard to

policies that may directly affect the academic working environment of KSU's faculty.

While I very much believe in the ability of these academic processes to make a difference in the character and in the environment of a campus, we are also very fortunate to have in place many contractual safeguards. The national office of AAUP is constantly reminding us that our contractual article on governance is one of the best nationwide. Contract provisions can be legally enforced. They do not depend upon the good will of the University administration.

While the administration, Faculty Senate, and the Association share many common goals related to KSU's faculty, there are some areas where we diverge. Historically, one example has been the determination of faculty representation. Who should determine faculty representatives? Should it be faculty bodies such as the contractually-mandated faculty advisory committees at the department, school, campus, or college levels, or at the University level, the Faculty Senate? Or should faculty representation be determined by administrators who may or may not be guided by nominations from faculty or by faculty bodies? Most faculty believe that faculty bodies can be trusted to determine who will best represent them.

I often find myself thinking about the relationship between the Faculty Senate and the Association. Given our mutual interests and concerns, how do we best complement each other? How do we best accomplish our mutual goals in support of the faculty? We need to guard our distinct roles, but at the same time we need to work together. There are no easy answers to how to maintain this balance. But I do know this, I would like to see a Faculty Senate that is proactive, rather than reactive to wants, needs, and desires of the administration. The Senate needs to find its own path to achieving these goals, and I am confident that it will.

This is an excerpt of an article written in 2002 by Professor Emeritus and former AAUP-KSU Chapter President, Cheryl Casper. The article is entitled, "Administration, Faculty Senate, and AAUP-KSU: Points of Contact, Points of Divergence."

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.

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**

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!