



October 31 2019



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

- Print copies of the *Collective Bargaining Agreement* are available for members of AAUP-KSU upon request and can be sent to you through Campus Mail.
 - FTNTT Grievance Committee: Anyone interested in serving on this Committee is encouraged to contact Coleen Taylor (ctaylor@aaupksu.org) or Beth Campbell (bcampbell@aaupksu.org) for more information.
 - Like us on [Facebook!](#)
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AAUP-KSU is excited to announce that it is moving office locations!

AAUP-KSU has just recently signed a lease to rent an office suite on the second floor of the Hometown Bank building in downtown Kent and we expect to take occupancy at the end of January once some minor office renovations are complete. We look forward to welcoming you at our new location after the new year!

136 N. Water Street, Suite 213
Kent, Ohio 44240

NEGOTIATIONS UPDATE

OCTOBER 29, 2019

We are still bargaining! The work on the contract is progressing, but admittedly, more slowly than we would all like. We are optimistic (cautiously so) that we will finish by the end of this semester. At this point, we have only reached a tentative agreement on ARTICLE I: Definitions. However, we have discussed all of the articles under consideration, and we feel that we are close to coming to an agreement on most of them.

Currently, we are focusing our efforts on the salary package. We initially proposed standard salary increments of 3.5% for 2019-2020; 2.25% for 2020-2021, and 2.0% for 2021-2022. We included in our first proposal a 10% increase in the salary floors and an increase in the promotion increment of \$1,000 to the Professor/Senior Lecturer and a \$1,500 increase to the promotion increment for Associate Professor/Senior Lecturer. In an effort to remedy pay disparity, we also proposed an adjustment to base salary of \$3,000 to all continuing FTNTT Faculty who were promoted to the rank of Professor/Senior Lecturer before the AY 2019-2020 and a \$1,500 adjustment to base salary for those who were promoted to the rank of Associate Professor/Associate Lecturer before the AY 2019-2020.

The University countered with a proposal that would cover a contract extension year in 2019-2020, and then a contract covering three years (2020-2021, 2021-2022, and 2022-2023). The University offered standard salary increments of 2.5%, 2.0%, 2.0%, and 1.5%. The University proposed a longevity increment split over the three years of the contract and added to our base salary. In 2020-2021 those FTNTT Faculty who were employed before fiscal year 2001 would receive \$500 if they had been promoted to the rank of Professor/Senior Lecturer or \$300 if they had been promoted to the rank of Associate Professor/Associate Lecturer. In 2021-2022, those promoted before fiscal year 2016 would receive \$750 at the rank of Professor/Senior Lecturer or \$400 at the rank of Associate Professor/Associate Lecturer. In 2022-2023, those promoted before fiscal year 2020 will receive \$1,000 if they are at the rank of Professor/Senior Lecturer and \$500 for those at the rank of Associate Professor/Associate Lecturer. The University did not propose any increase to salary floors or promotion increments.

We countered the University's proposal with a standard increment to salary of 2.5% for each of the four years. We also proposed that the longevity increment be divided between 2020-2021 and 2021-2022. In 2020-2021 we proposed that those promoted before fiscal year 2020 receive \$1,250 at the Professor/Senior Lecturer rank and \$600 at the rank of Associate Professor/Associate Lecturer. In 2021-2022 we proposed the same thing. We also proposed a \$500 increase to the promotion increment for Professor/Senior Lecturer and a \$1,000 increase for the promotion increment for Associate Professor/Associate Lecturer.

The University responded with the following standard increments to salary: 2.5%, 2.0%, 2.0%, and 2.0%. The University's proposal for longevity increments to base increased slightly. In 2020-2021 those FTNTT Faculty who were employed before fiscal year 2001 would receive \$550 if they had been promoted to the rank of Professor/Senior Lecturer or \$350 if they had been promoted to the rank of Associate Professor/Associate Lecturer. In 2021-2022, those promoted before fiscal year 2016 would receive \$800 at the rank of Professor/Senior Lecturer or \$450 at the rank of Associate Professor/Associate Lecturer. In 2022-2023, those promoted before fiscal year 2020 will receive \$1,000 if they are at the rank of Professor/Senior Lecturer and \$500 for those at the rank of Associate Professor/Associate Lecturer. The University did not propose any increase to salary floors or promotion increments.

We recently countered the University's proposal with a \$2,500 increase of our salary floor for the Assistant Professor/Lecturer rank bringing that salary minima to \$45,000. We also proposed that the longevity increments be adjusted. In 2020-2021, those hired before fiscal year 2001, Professor/Senior Lecturers would receive \$2,350 to their base salary, and those at the Associate Professor/Associate Lecturer rank would receive \$1,300. In 2021-2022 those faculty hired between fiscal year 2001 and prior to 2016 would receive \$1,800 at the Professor/Senior Lecturer level and \$950 at the Associate Professor/Associate Lecturer level. In 2022-2023, those faculty hired between 2016 and prior to 2020 would receive \$1,000 at the Professor/Senior Lecturer level and \$500 at the Associate level. We are expecting another counter-proposal from the University in the near future.

We have also asked for a continuation of the Professional Development Excellence Pool, with the exception of one year when we would like to see each FTNTT faculty member receive \$500 for professional development. We have proposed that the Administrative Review begin during the 15th year, rather than the 18th year. We have also proposed a significant change in the appeal process in the case of a non-reappointment after a review. We have again brought to the University's attention our inconsistent representation on unit level committees and our serious concerns about issues affecting the actual teaching loads of our instructional faculty. Our discussions of all these issues at the bargaining table have been encouraging, and the University's team has been open to our concerns and responsive. Thank you for your patience during these negotiations. Hopefully, we will finish the contract soon. If you have any questions, don't hesitate to contact me at kwinebre@kent.edu.

Best,
Kim Winebrenner
Chief Negotiator

AAUP-KSU WELCOMES NEW FACULTY AT THE INFORMATION EXPO

AAUP-KSU is pleased to welcome new faculty to Kent State University for the new academic year! Representatives from AAUP-KSU recently participated in the Information Expo at the end of August. If you missed the expo or did not get a chance to speak with our representatives, it is never too late! Call, email, or stop by and we would be happy to answer any questions you may have about AAUP-KSU!



R-L: Tracy Laux (FTNTT Unit President); Shannon Mangrum (AAUP-KSU Office Manager); Melissa Zullo (Past Chapter President); Yuko Kurahashi (Membership Chair – TT Unit); Deborah Smith, (Chapter President)

OHIO CONFERENCE AAUP (OCAAUP) BOARD OF TRUSTEES

Congratulations to Anthony Vander Horst who was recently elected to represent the Full-Time Non-Tenure-Track Unit of AAUP-KSU to the Ohio Conference AAUP Board of Trustees! Thank you Anthony for your willingness to serve AAUP-KSU!

Anthony is an Associate Professor in the Department of Sociology with areas of teaching and research being criminology, research methods, bonding theory, structural equation modeling, youth delinquency, and youth gangs. He has served on the FTNTT Executive Committee as At-Large representative and has represented the College of Arts & Sciences on the FTNTT Council since its formation in 2018. Additionally, he has been the representative to the OCAAUP Board of Trustees for the FTNTT Unit for the past two years.



GRIEVANCE/ARBITRATION COMMITTEE UPDATE

There are currently no active grievances!

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

OCCAUP AND STRS: THE OHIO CONFERENCE'S EFFORTS IN ADVOCATING FOR CURRENT AND RETIRED FACULTY

Recently, the Executive Director of Ohio Conference AAUP (OCCAUP), Sara Kilpatrick, updated AAUP-KSU on the Conference's efforts in addressing the issues both current and retired faculty have with regards to STRS. OCCAUP has been a part of the Healthcare and Pension Advocates (HPA) of STRS for many years. The HPA is a coalition of employee and employer groups whose mission is to advocate for the long-term sustainability of both the pension and healthcare systems. In 2012, the pension systems passed reforms that included a new statutory requirement that systems must have a 30-year or less "funding period," meaning that the pension systems are required to show that they can pay off current liabilities within 30 years. This in turn created significant pressure on systems to increase contributions and reduce benefits. Active educators who are in the defined benefit plan are now paying significantly more while retired educators have seen their cost-of-living increase (COLA) indefinitely frozen.

The OCCAUP recently sent a letter to the HPA co-chairs (co-signed by AAUP President Rudy Fichtenbaum and OCCAUP President John McNay) expressing disappointment that the group has not been more forceful in advocating for current and future STRS beneficiaries. The OCCAUP has promised that unless the coalition becomes stronger advocates, the OCCAUP will leave the coalition and operate independently to address its position and concerns with the STRS Board.

OCCAUP notes that it was opposed to the elimination of the COLA and has expressed to STRS that it should be reinstated (which, unfortunately, STRS does not plan to do at this time). Additionally, the OCCAUP partnered with the Ohio Federation of Teachers (OFT) on a letter to the STRS Board asking that they not lower the assumed rate of return more than necessary after it received the new actuarial valuation and because of these efforts, the rate was not lowered to the drastically-lower rate STRS had intended. This means that meaning that further benefit cuts were avoided.

Below is the letter OCCAUP sent to the HPA:



Ohio Conference of the American Association of University Professors

222 East Town Street, 2W, Columbus, OH 43215

September 16, 2019

HPA Co-Chairs Hill and Johnson:

This letter is a response to the annual request for financial support for HPA's project management expenses.

As you may know, the Ohio Conference AAUP has been a member of HPA since its inception, and has made an annual financial donation to the coalition since at least 2012. At our most recent Board meeting, however, our trustees expressed disappointment in HPA's efficacy and have chosen to withhold a contribution this year.

We believe that, when formed, HPA did valuable work in advocating for the preservation of the healthcare fund. And, there have been instances in the recent past, like ones mentioned in the request letter, where the coalition has had small successes.

However, it is hard to see HPA as anything more than complicit in a pension system that now takes more from current educators than it will give to them in retirement, one that indefinitely denies a COLA to its retirees, and one that has an over-funded healthcare plan after reducing benefits.

While the concept of HPA – bringing together employee and employer groups to advocate for the long-term health of STRS – is an admirable goal, employees and employers have not equally shared the pain of the big decisions made by the system in recent years. Employees and retirees have given, given, given, while nothing more has been asked of – or given by – the employers.

Unless HPA is going to become an advocacy coalition that stands up for STRS beneficiaries – current and future – and one that expects sacrifice out of member organizations alike, the AAUP cannot in good conscience spend our members' dues to support it.

We ask that you share this letter with the other coalition members and add it as a discussion item to the scheduled December meeting.

Sincerely,

Rudy Fichtenbaum
President, AAUP

John T. McNay
President, Ohio Conference AAUP

CHERYL CASPER
1947 - 2019



Cheryl Casper was an Emeritus Professor of Economics and worked at Kent State University from 1973 until her retirement in 2008. She also served as Chapter President of AAUP-KSU from 2002-2006 and was very active in the Association. We are very sad to learn of her passing and send the deepest sympathies to her family and friends.



Ken Calkins passes the President's gavel to Cheryl Casper (2002)



Cheryl Casper lecturing at AAUP Summer Institute (2004)



Cheryl Casper, Lee Fox, Kara Robinson at an AAUP-KSU event (2009)



Rally Against SB5 (2011)

MEMBERSHIP

If you have not received this email directly from AAUP-KSU's email account, you may not be a member of AAUP-KSU as membership is voluntary and is **NOT** automatic. You must fill-out and sign a form to become a member of AAUP-KSU. Furthermore, with the recent Supreme Court decision, fair share fees are no longer being collected. However, it is as important as always to help AAUP-KSU continue its valuable work in bargaining for and representing the faculty at Kent State University. If you want to be a member, and have not or do not remember signing a membership form, please [contact us](#) today! Members enjoy special benefits including the ability to participate in voting on *Collective Bargaining Agreements*, electing officers, serving on committees, legal consultations, RTP counseling, file workshops, salary data, and special events! Join today by selecting this link: [AAUP-KSU Membership Form!](#)

DONATE TO AAUP-KSU!

Are you interested in further supporting AAUP-KSU and its missions? Were you a fair share fee payer who recognized the importance in financially supporting AAUP-KSU and paying your "fair share" but do not want to become a member? Now that fair share dues can no longer be automatically withdrawn from your paycheck, consider donating to AAUP-KSU in another way! Below is a link to make a monetary donation via PayPal:

[Donate!](#)



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