



October 31, 2019



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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 Now that fair share dues can no longer be automatically withdrawn from your paycheck, consider donating to AAUP-KSU in another way!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!](#)



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 upon us! Please refer to the see the [Preliminary Timetable](#) and the [AY 2019-2020 RTP Guide](#), and the AAUP-KSU Know Your Rights Flyer on RTP Reviews (see below) for more information.
 - Tenured Faculty who are interested in assisting probationary Faculty during the RTP process should contact the Office.
 - RTP Counselors are available to AAUP-KSU members who need assistance navigating the RTP appeals process.
 - If you are interested in serving on the Grievance Committee (or any other AAUP-KSU committee), please contact the [Office](#).
 - Print copies of the *Collective Bargaining Agreement* are available for members upon request and can be sent to you through Campus Mail.
 - The following AAUP-KSU Council positions are currently vacant: Anthropology; Biology (2nd seat); Chemistry; Economics; EHHS/LDES; Finance; MIS; Marketing; Philosophy; Trumbull Campus (2nd seat). If you are interested in serving on Council, please contact the [Office](#).
 - 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

Know Your Rights!

Reappointment, Tenure, and Promotion Reviews

File Completeness and Additions to / Subtractions from Your File

After you and your unit administrator have signed off on the completeness of your reappointment, tenure, or promotion file **you must (i) be notified of any material that is added to your file, (ii) be given the opportunity to review the material, and (iii) be given the opportunity to include in your file written comments in response to any new material.**

Faculty Ballots

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.

Statement of Factual or Procedural Errors

Regardless of the recommendation your candidacy receives at a given level (i.e. even if you receive unanimous 'Yes' votes and a positive recommendation), **you have the right to write a letter specifying errors of procedure and/or factual errors** in the administrator's letter, the Faculty ballots, and/or the external reviewers' letters, and to have that letter included in your file.

This letter must be submitted to the relevant unit administrator within 10 working days of receiving the written notification of the recommendation.

Appeals of Negative Recommendations

Any Faculty member who has received a negative recommendation concerning reappointment, tenure, and/or promotion has **the right to appeal to the next higher academic officer**, or in some cases to the Joint Appeals Board.

Such an appeal must be initiated within 10 working days of receiving the written notification of a negative recommendation.

The appeal is initiated by sending a brief letter or email to the next higher administrator (with copies to the lower level administrators) with the following basic content:

"On [date] I received notice from [administrator] of a negative reappointment/tenure/promotion recommendation. I am writing in order to inform you of my intent to appeal. Please contact me with information about procedures and scheduling."

You have the right to be assisted throughout your appeal by AAUP-KSU!

AAUP-KSU has RTP counselors trained to assist you at all levels of your appeal. For assistance with an appeal of a negative RTP decision at any level, or if you have any questions or concerns about the RTP process, call 330-673-9118 or email office@aaupksu.org.

AAUP-KSU WELCOMES DEBORAH SMITH AS NEW CHAPTER PRESIDENT



Past President Melissa Zullo (left) passes the gavel to new Chapter President, Deborah Smith (right)

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 Yuko Kurahashi who was recently elected to represent the Tenured/Tenure-Track Unit of AAUP-KSU to the Ohio Conference AAUP Board of Trustees! Professor Kurahashi will represent AAUP-KSU at quarterly meetings and share information regarding both Ohio and National AAUP work in Columbus. Many thanks to Yuko and all the nominees willing to give their time and energy to this position.

Yuko is a Professor of Theatre in the School of Theatre and Dance with her areas of specialty including multicultural theatre, community-based theatre, and intercultural theatre. She has been the Chair of the Membership Committee for AAUP-KSU since 2015. She has also served on the Negotiations Committee.



GRIEVANCE/ARBITRATION COMMITTEE UPDATE

Intellectual Property Rights (College of Business): It has come to the attention of AAUP-KSU that a faculty member in the College of Business is being pressured by an Associate Dean to give up his/her intellectual property rights to a course he/she teaches. This faculty member was told that no support would be provided for the course unless the faculty member signed over his/her intellectual property rights to the university.

This is a form of coercion and violates the CBA. Article XX, Section 4.B.1 states, “Independent faculty efforts: A work made in the course of a Faculty member’s normal duties and responsibilities is the property of the Faculty member, who has the right to determine the disposition of such work and revenue derived from such work.” Additionally, Article XX, Section 4.B.2 of the CBA states, “University-Sponsored efforts: If the work was sponsored by the University, the University shall retain all rights and net proceeds. The University is the owner of the intellectual property only when the Faculty member and University knowingly and **voluntarily** enter into a written agreement to specifically create or use such specified intellectual property in exchange for additional compensation” (emphasis added). Furthermore, The *College of Business Handbook* states, “Continuous improvement in teaching is assumed to be a developmental process and a shared value. Factors expected to contribute to this process include self-reflection and peer support, as well as additional teaching scholarship and experience. With the expansion of online course College of Business Administration Handbook offerings, all faculty are expected to be able to teach online courses; **support for online teaching can be obtained from the College’s educational technology expert**” (pp. 29-30, emphasis added).

AAUP-KSU has requested an informal resolution meeting and the meeting has been scheduled for November 1st.

Insurance Premiums: AAUP-KSU has been in discussions with Vice President of Human Resources Jack Witt regarding the percent of the insurance premium paid by employees. AAUP-KSU has requested the formula to ensure that the current amounts are not in violation of the contract.

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 SRS (2011)

MEMBERSHIP

Receiving this email does not necessarily mean that you are 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!](#)

Coleen Taylor

Director

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AAUP-KSU

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