

# Why You Should Vote to Authorize a Strike

Unless negotiations wrap up soon, AAUP-KSU will have little choice but to conduct a strike authorization vote. Strike authorization is the most powerful tool we have (short of an actual strike) to bring about a fair contract.

This vote of dues paying AAUP-KSU members would give our leadership the authority to call a strike if and when they deem it necessary.<sup>1</sup> A majority yes vote for strike authorization does NOT mean there will be a strike. But we must prepare for the worst.

## How bad is the salary offer?

The administration continues to propose a three-tiered approach to standard increment (across the board) raises on which Faculty would receive a different percentage increase depending upon what salary tier they fell in. This approach exacerbates salary compression and even causes salary inversion.

The administration's proposal is the equivalent of less than 2% across the board in each of the first two years of the contract and less than 1.5% in the third year. Compare these figures with the salary packages in 2008, 2012, and 2015:

Contract Year	Across the Board Raises			Merit Pool(s)	Total Salary Pool
	1 <sup>st</sup> year	2 <sup>nd</sup> year	3 <sup>rd</sup> year		
2018 (admin proposal)	1.94%	1.83%	1.43%	0%	5.2%
2015	2%	2%	2%	2%	8%
2012	2%	2%	2%	4%	12%
2008	3%	3%	3%	4.5%	13.5%

Not only does the administration's proposal compare poorly with recent contracts, it is weaker than the salary package contained in any contract since (and including) 1985! This lowball offer comes at a time when the University remains in a strong financial position as evidenced by the audited Financial Statements for Fiscal Years 2016 and 2017 and at a time when the national average in annual wage growth is above 3% and inflation is running well over 2%.

With healthcare give-backs proposed by the administration (see the bad news about benefits below) that would cost the median salaried Faculty member the equivalent of 2% of annual salary for family coverage and 1% for single coverage, the administration's proposed salary package is even weaker than it at first appears.

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<sup>1</sup> TT Faculty who are not members of AAUP-KSU but who are in the collective bargaining unit are not eligible to vote, but will be polled concerning strike authorization. To be eligible to vote, JOIN NOW: contact [office@aaupksu.org](mailto:office@aaupksu.org) or call 330-673-9118. At the median Faculty salary, membership costs less than 5 cents a day.

It is also worth noting that Kent State Faculty salaries lag behind the median salaries by rank in the East North Central Region (that contains Ohio) for Category I (Doctoral) institutions according to [AAUP's 2017-2018 Annual Report on the Economic Status of the Profession](#) (see table 4).

AY 17/18	Regional Median Salary	Kent State Median Salary	Difference
Full Professor	\$131,800	\$115,995	\$15,805
Associate Professor	\$94,683	\$88,764	\$5,919
Assistant Professor	\$84,281	\$76,503	\$7,778

## The bad news on benefits

The administration is demanding that we eliminate our 90/70 and 80/60 PPO plans and replace them with an 85/60 PPO plan. Worse, the administration is demanding that Faculty pay more for the 85/60 plan than we currently pay for our 90/70 plan!

- The 85/60 plan covers 5% less of in network costs and 10% less of out of network costs than the 90/70 plan.
- The 85/60 plan has a deductible that is 20% higher than the 90/70 plan. (\$300 vs. \$250 for single coverage and \$600 vs. \$500 for family coverage.)
- The 85/60 plan has an annual out of pocket maximum for in network coverage that is 100% higher than the annual out of pocket maximum for in network coverage on the 90/70 plan. (\$1,500 vs. \$750 for single coverage and \$3,000 vs. \$1,500 for family coverage.)
- In 2018, the employee share of the premium for the 85/60 plan cost an employee earning the equivalent of the median TT Faculty salary \$874 more annually for single coverage and \$1,795 more annually for family coverage than the median salaried TT Faculty member paid for the 90/70 plan.
- When the deductible, annual out of pocket maximum, and employee share of premium are factored in, the increase in the 85/60 plan relative to the 90/70 plan is the equivalent of roughly 1% of the median TT Faculty salary for single coverage and roughly 2% of the median TT Faculty salary for family coverage.
- Kent State already charges TT Faculty more for health care coverage than most other State universities with collective bargaining.

The administration's proposals do not reflect the contributions of Faculty to the University's current prosperity and success, contributions which President Warren has publicly acknowledged in her speeches and appearances.

## Another disturbing trend:

A vote to authorize a strike by tenure-track Faculty who are dues paying members of AAUP-KSU should also be considered in the context of the fact that **the University continues to divert resources from its fundamental teaching and research missions toward [administrative salaries](#) and other questionable spending.**

- Between FY 2010 (the first year we were on the RCM budget model) and FY 2018, University-wide Educational & General (E&G) expenditures on Administrative and Professional Salaries have grown at a compound annual growth rate (CAGR) of 5.77%.
- By comparison, University-wide expenditures on TT Faculty salaries have grown at a CAGR of only 0.82% in that same time period.
- In FY 2010, expenditures on Administrative and Professional Staff salaries made up just 15.6% of the overall E&G expenditures. By FY 2018, that had increased to 17.55%.
- By contrast, expenditures on TT Faculty salaries made up a little over 17% of the overall E&G expenditures in FY 2010. By FY 2018, that had dropped to just over 13%.
- In FY 2018, the University was \$15,651,713 over budget on Administrative and Faculty Salaries.
- As a result, the Educational & General Budget for Administrative and Professional Salaries was increased 18% between FY 2018 and FY 2019.