



Know Your Rights!

Summer Term Teaching Assignments

While you do not have the right to 1) summer or intersession teaching or 2) any particular course or time slot, you do have rights when it comes to summer teaching.

- You have the right to refuse an offer of summer teaching. See Article IX, Section 3 (p. 39) of the CBA.
- In addition, Tenure Track Faculty have priority for summer courses offered. See Article IX, Section 3.B.6 (p. 42) of the CBA.

Article IX, Section 3 (p. 39) of the CBA states: “certain intersession and summer academic programs may require particular expertise not normally present, or present only to a limited extent, in an academic unit or at a specified regional campus....to the extent possible within the above parameters, the academic units and the individual regional campuses will endeavor to distribute equitably these opportunities to work among members of the bargaining unit **without regard to academic rank**”(emphasis added).

Article IX, Section 3.B.6 (p. 42) of the CBA specifies further the priority of assignment:

- For courses offered at the Kent Campus, Kent Campus tenured and tenure track Faculty of the academic unit have priority.
- For courses offered at regional campuses, resident Faculty at the campus have first priority followed by tenured and tenure track Faculty of the Regional Campus System.

The contract does recognize the University’s right to cancel a summer course a Faculty member is scheduled to teach (or has already begun to teach!) if the student enrollment falls below a certain minimum established by the University (see CBA, Article IX, Section 3.B.2, p. 40). Since the student enrollment minimum is a function of the salary of the Faculty member in question, administrators sometimes find themselves forced to cancel courses assigned to Tenure Track Faculty when they would not have had to do so were the courses taught by non-tenure track faculty, part-time or other adjunct faculty, or graduate students instead.

In the past, administrators have been known to try to save money while still offering a viable section of the course by canceling the section scheduled to be taught by a Faculty member and offering a new section taught by, e.g., a part-time instructor. **This is a violation of the spirit if not the letter of the CBA** which may become even more common as Responsibility Centered Management is phased in. If you suspect something of this sort has happened to you, contact AAUP-KSU (330-673-9118) to discuss filing a grievance.