



March 2006

AAUP-KSU Full-Time Non-Tenure-Track Faculty

# Newsletter



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## Greetings from our President

In the next several newsletters, I will present some of the changes in the Collective Bargaining Agreement between Kent State University and the Full-Time Non-Tenure Track Unit of AAUP-KSU. This month's topic is one that is near and dear to us all: Article X – Salary and Benefits. I shall focus on the changes in compensation for this newsletter.

At the end of the 2004/2005 academic year, average NTT bargaining unit members finished their 5<sup>th</sup> annual contract with KSU (our unit began in 1996) and earned \$40,168. In 2005/2006, these average NTT's enjoyed a 4% salary increase (3% salary increment and an additional 1% increment from the conversion of 25 Performance Based Bonuses to an "across the board" raise to all NTT's) to \$41,774.72. For the academic year 2006/2007, their salaries will be increased by 3%, and they will get an additional \$1500 added to their base salaries for successfully completing (no doubt) their 2<sup>nd</sup> Full Performance Review. Thus, their salary will be \$44,527.96. Finally, after another 3% salary increase, those average NTT Faculty members will be earning \$45,863.80. Over that three year period, they will enjoy (approximately) a 14.2% increase in salary. That is an average raise of 4.7% per year.

Any NTT faculty member that was earning the salary minimum of \$30,000 in 2004/2005 received a 10% increase in the first year of our new CBA, as we negotiated an increase in the salary minima ("floors") for all ranks within our Collective Bargaining Unit. Those faculty members (if they continue) should enjoy an increase in their base salaries of over 21% by the third year of our new CBA.

I know that many of you do not think that you earn enough money. → → → → → → →

I cannot argue with you. I can only tell you that now is better than it was and that each successive contract negotiated by the NTT unit of AAUP-KSU brings all of us closer to more reasonable compensation.

To sum up, your negotiating team negotiated reasonable salary increments for each of the three years of our CBA. They also negotiated increases in the salary minima for each rank and increases in the Career Advancement Recognition increments that you get with each Full Performance Review. In addition, the team was able to increase our Summer Compensation Schedule by 4% at each rank for each of the three summers. To determine how these changes regarding your compensation will affect you, please read your new CBA. You should have received a copy from your Chair or Dean; if not, contact us at the AAUP-KSU office, and we will make sure that you get a copy. Next month: Benefits. Regards, Trace

### **Participate in Your Bargaining Unit; Recruit or Become a Member to VOTE!**

Members, do you have a colleague that does not belong to AAUP-KSU? Encourage them to join during the months of March and April. Why? Because, they will receive a \$40.00 gift card from Amazon.com if they join before April 31, 2006 (and, as recruiter, your name will go into a drawing for a gift certificate as well). More information will be coming to your email address in the next few days. Remember: this offer is good only until the end of April. If you have questions or concerns, contact me, Mary Lou Britton, Membership Chair, at [mbritton@kent.edu](mailto:mbritton@kent.edu) or at 330-672-9098.

Remember, becoming a member is the only way to participate in elections and/or hold positions on the Executive Board of the NTT Unit of AAUP-KSU. As we reported in the last newsletter, elections are being conducted in March; therefore, do not forget that all nominees for the executive board must be confirmed by March 3<sup>rd</sup>. Ballots will then be sent on March 10<sup>th</sup>, and the deadline to return them is March 31<sup>st</sup>, so get your ballot in before spring break so that you will not have to think about it!

### **Our Grade Histories on the Web?! For *All* the World to See??!!**

Most of us have heard of websites, such as [ratemyprof.com](http://ratemyprof.com), where students make comments about their professors not unlike the comments we read on our student evaluations. No big deal, right? However, recently a good friend of mine told me about [pickaprof.com](http://pickaprof.com) where our class statistics (which include percentages of all grades given in a specific class, average class GPA's and percentage of students who drop) are published so that students can compare the information for all professors in any field at any school. And in case you are wondering, this *is* legal under the Freedom of Information Act. This friend is very concerned because his posted statistics are from several years ago when his department had very strict grading policies that have since mellowed. He is worried that students will not take his classes now and, since he is a part-time instructor, that his department will not give him the number of classes that he needs.

Here are a couple of problems that I can think of right off the top of my head: if professors' jobs depend on enrollment, will those professors feel pressured to start inflating grades to get their numbers up, and even more worrisome, will students avoid taking the best professors who sometimes are the hardest graders? I am sure that you can think of other problems. However, are there any benefits?

The site does have a "Professor Support System" where we can submit any information that we want our prospective students to know, such as contact information, office hours, course descriptions and expectations, and biographical details. Another aspect of the system is "Course Casts" with which we can record class lectures and make them available on line. Last, we can create our own mid-semester evaluations, using pickaprof's questions or ones we make up.

Should we be concerned about the potential problems? I am not sure, but I do know that, according to statistics, I give too many high grades; while at the same time, according to past students, I grade too much "by the book." I just cannot win!

*Kim Todd-White, Chair, Research & Media*