

# Vote for the Title!

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**Volume 1, Issue 2**

**March 5, 2009**

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## Negotiations!

It is that time again! Negotiations are underway for the Non-Tenure Track Collective Bargaining Agreement and we are pleased to announce the members of the Negotiations Team.

The team, composed of five individuals, is led by the Chief Negotiator, Kim Winebrenner, the current Vice President of the Non-Tenure Track Unit. The team also consists of Negotiations Chair Richard Mangrum, Past President Chris McVay, President Tracy Laux and Chapter Coordinator Coleen Casey.

Let's wish them all luck as they work to better the Collective Bargaining Agreement!

## Intellectual Property Rights for Faculty

Article V, Section 8 of the Non-Tenure Track Collective Bargaining Agreement covers Intellectual Property Rights. (See pages 11-13 of the Contract).

There are four types of Intellectual Property Rights recognized in the American legal system. They include patents, copyrights, trademarks, and trade secrets. Patents, copyrights, and trademarks can be registered with the United State government, however trade secrets can not. Instead, trade secrets are developed through contractual duties, rights, and obligations. The Collective Bargaining Agreement seemingly only covers patents and copyrights.

Unless the faculty member has a patentable or copyrightable work that was developed pursuant to a specific agreement with the University or while using University-owned resources, a

faculty member owns his or her intellectual property. Lectures, lecture notes, and their equivalent, including what is posted online as a student resource and any videos posted by the faculty that involve a faculty member delivering a lecture, consist of intellectual property materials owned by the faculty member.

If you have any questions and concerns regarding Intellectual Property Rights, please contact the AAUP-KSU Office at 330-673-9118 or [office@aaupksu.org](mailto:office@aaupksu.org). For a copy of the Non-Tenure Track Collective Bargaining Agreement, please go to the website at <http://www.aaupksu.org>.

*This article was written by NTT Grievance Chair, Jarrod Tudor.*

## A Summary of Negotiations Feedback

*The following includes feedback from Non-Tenure Track faculty members regarding the upcoming negotiations, and was compiled by Negotiations Chair Richard Mangrum.*

### Performance-Based Bonuses

Generally, there has been negative feedback about the current system. Presently, all NTT faculty have said the system is flawed and want to see it eliminated. Suggestions for alternative programs include: 1) a pool of professional development money available to NTTs to go to conferences, etc. and conduct projects that their academic unit might not normally be able to fund; 2) put the money to base for all NTT faculty. However, if there are performance-based bonuses, it should be an issue for the department or campus and not the Provost. The criteria for success should be published and the winning files be made available in the Library. If the Office of the Provost insists on conducting the review, then there should be a blind peer review

process and AAUP-KSU should at least observe the committee meetings

Additionally, intellectual property rights should be retained by the member for activities conducted under the proposed professional development pool of money.

### Workload

There are many concerns about workload equivalency and it being uniformly applied. Administrative assignments and non-teaching duties are foremost in terms of variance in receiving load. Also, contact hours outside of the core course, for example, studios, recitals, and other instruction, do not always get load hours assigned. Additional items recommended for inclusion in load are honors and thesis advising. It was also suggested that Honors was in previous contracts and that AAUP-KSU should try to get it back.

There are many comments regarding three-year performance reviews not being standardized. Regional Campus faculty

sometimes have Regional Campus and Departmental guidelines to follow and are submitting more than one file (one going to the Kent Campus). The guidance is not consistent from campus to campus and there has been conflict between a Regional Campus approval and a Kent campus denial of a review file. Therefore, it is suggested that there be a standardization of the file for all campuses and the submission of only one file is requested.

Another concern regards the protocol when more than one faculty member fits into a category being decided upon for Reduction in Force. How is the decision made between faculty members of equal rank, credentialing and service?

Finally, it is suggested that there be an attempt to obtain a 12 hour workload instead of 15 hours. It was also recommended that there should be a load release to pursue an advanced degree.

*See "Summary" -- page 3*

## VOTE FOR THE TITLE OF THE NEWSLETTER!

*Please email the office ([office@aaupksu.org](mailto:office@aaupksu.org)) with your vote!*

Professing2\*

NTT 411

Flash Forward

*\*Professing2 is an homage to the title of the first NTT Faculty Newsletter written by Chris McVay*

**Dear Coleen...**

*Dear Coleen,*

I am a new non-tenure track faculty member at KSU. Why should I join AAUP-KSU?

*New Professor*

*Dear Professor,*

In short, membership in AAUP-KSU gives faculty members a voice. Through membership, you have the ability to vote on your contract. Additionally, the Non-Tenure Track Unit of AAUP-KSU is responsible for the improvements in faculty work-life. This Unit negotiates the terms and conditions of employment for non-tenure track faculty ranging from salary and benefit provisions to grievance and appeals procedures and much more. (For a more information on benefits and the process of becoming a member, please see our website!)

*Dear Coleen,*

I lost my copy of the *Collective Bargaining Agreement*. Where can I obtain another copy?

*Curious in Kent*

*Dear Curious,*

The easiest way to obtain a copy of the CBA is on our website! Go to [www.aaupksu.org](http://www.aaupksu.org) and click on the "Full-Time Non-Tenure Track Unit" link. On the left margin, you will find a link to the CBA. You can print it out or save it under your favorites for easy access. Also, if you are having difficulties finding a certain section or topic, you can type a keyword at the top of the page for a quick search!

*Dear Coleen in written by AAUP-KSU Chapter Coordinator, Coleen Casey.*

**Summary (Continued...)**

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**Governance**

A suggestion was made to define the language regarding NTT participation in governing bodies, particularly on what they can and cannot vote. The reception to the idea of creating an NTT advisory committee to the Provost has been positive. It was also recommended that there be a definitions page to clarify terms, especially the role of NTTs in governance and what constitutes an academic unit.

**Compensation and Benefits**

There has been general acceptance by the NTT faculty that a reduced or zero increment for one or more years of the contract to save the jobs of NTT

faculty as a whole is acceptable. Additionally, early retirement buy-outs are seen as a good idea by the NTT faculty. Also, it was suggested that salary compression be reviewed.

Compensation for "flex" courses that start in the spring and run into the summer should also be reviewed. Additionally, it was suggested that contracts be issued for the summer as they are during the academic year.

A suggestion was made that if class cost to the university were capped at a certain percentage, then any percentage over that would be spread among the NTT faculty at the campus where the class is taught.

Regarding benefits, it was suggested that more prescription

choices be available other than Caremark. Also, clarification is needed for the Domestic Partner Benefits to match that of the Tenure Track Faculty.

Please contact Negotiations Chair Richard Mangrum ([rmangrum@kent.edu](mailto:rmangrum@kent.edu)) with questions or suggestions.

**Negotiations Campus Visit**

Monday, March 9, 2009

2:30 pm - 4:30 pm

Tuscarawas Campus

Business Conference Room A

All are welcome!!

## AAUP - KSU

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We're online!

<http://www.aaupksu.org>

### About AAUP-KSU...

At the national level, the AAUP is known for its work in protecting faculty against attacks on tenure and academic freedom, as well as for promoting positive academic values and shared governance.

The Kent State Full-Time Non-Tenure Track faculty have been represented since the Unit's creation in 1996. It is a strong membership that makes improvements in the work-lives of the faculty possible. The local chapter of AAUP serves as your "union" with responsibility for negotiating the terms and conditions of employment for all full-time Non-Tenure Track faculty at KSU's eight campuses. The Collective Bargaining Agreement encompasses a wide array of salary and benefit provisions, grievance and appeal procedures, and outlines the fundamental principles for shared governance at Kent State at the department, school, college, and campus levels.

### Becoming an AAUP-KSU Member

Through membership in AAUP-KSU, Kent State professors not only receive benefits through both AAUP-KSU and National AAUP, but moreover, a voice.

AAUP-KSU benefits include: information and assistance with faculty concerns, automatic membership in the National and Ohio Conference AAUP, reasonable dues, free legal consultations and notary services, and much more.

Becoming an AAUP-KSU member is easy. Simply go to the website and click

on the "Membership" link. Download the membership form and return a signed copy either through Campus Mail or by fax.

The website contains a more comprehensive list of member benefits as well as testimonials from current members.

For more information, please contact the AAUP-KSU office and ask for either Shannon or Coleen. We look forward to welcoming you as a member!

AAUP-KSU welcomes suggestions, ideas and articles!

If you have something you would like to see in the newsletter, submit it via email to: [office@aaupksu.org](mailto:office@aaupksu.org)

Be sure to include "Newsletter Input" in the subject line.