

# Professing<sup>2</sup>

Volume 2, Issue 1

December 14, 2009

AAUP-KSU

Executive Committee

President

Tracy Laux

Vice-President

Kim Winebrenner

Secretary

Mary Lou Britton

Treasurer

Mahbobeh Vezvaei

Nominations and

Elections

Catherine Snelson

Past President

Oversight Committee  
Chair

Chris McVay

Grievance Chair

Jarrod Tudor

Organizational Research

James Carlton

Membership

Dirk Remley

Negotiations

Richard Mangrum

At-Large

Kim Todd-White

Linda Piccirillo-Smith

Gregory Blundell

Timothy Meyers

Teresa Polanski

John Stoker

Idris Kabir Syed

## A GREEN Initiative!

Starting with the next issue of *The Faculty Voice*, we will be taking a more “green” approach to distribution. In 2010, newsletters will be delivered electronically.

However, if you would like to receive the newsletter in paper form, please send an email to the office with a request, and we will send one out! Additionally, if you wish the newsletter sent electronically to

an alternate email address, please send the office an email notification.

As a reminder, the AAUP-KSU Office email address is office@aaupksu.org.

Thanks!

*Coleen*

Chapter Coordinator, AAUP-KSU

## A Look at the New *Collective Bargaining Agreement*...

By now all of you are probably familiar with some of the changes in our new *Collective Bargaining Agreement*. You might not have focused too much of your attention on the three new committees that our CBA creates. These committees will focus directly on the issues and concerns of NTT faculty. This is a great opportunity for us to share with the administration the challenges that we face and for us to take a more active role in governance. The three committees are NPAC (The Non-Tenure Track Provost’s Advisory Council); the Joint NTT AAUP/KSU Study Committee; and NPAB (the Non-Tenure Track Promotion Advisory Board).

NPAC is composed of one NTT faculty member elected from each College and one NTT faculty member from Regional Campuses. This committee acts in an advisory role to the Provost on issues of university-level significance relating to NTT faculty. The major charges to this

committee for the term of our current bargaining agreement is to discuss the inclusion of full-time non-tenure track faculty in all levels of governance, to develop guidelines for requesting funds from the Professional Development Excellence Pool, and then to review the proposals that are submitted for those funds. This committee will not discuss bargaining issues.

Instead, the function of the Joint NTT AAUP/KSU Study Committee is to discuss bargaining-related issues. This committee is composed of five members appointed by our unit president and five members appointed by the Provost. The purpose of this committee is the joint exploration of solutions to problems that are identified by the members. For instance, this committee will explore issues such as the professional and instructional support of NTT faculty members or our workload.

See ‘CBA’ continued on Page 2...

## CBA

The third committee, NPAB, will not be formed until the third year of our *Collective Bargaining Agreement* when the new promotion structure is in place. Each College will form its own Non-Tenure Track Promotion Advisory Board. The respective deans will oversee an election of three full-time non-tenure track faculty from the Kent Campus and two from Regional Campuses. Elected representatives should hold at least the rank of Associate Professor or Associate Lecturer. The members of this committee will meet with their Dean to evaluate applications for promotion made by other non-tenure track faculty within their College. The members will vote on the applications and thus serve as an advisory body to the Dean.

These three committees are important additions to our CBA, and they could have a significant impact

on the working lives of full-time non-tenure track faculty. We will now be able to bring directly to the attention of the administration the issues that are of importance to non-tenure track faculty. We will be able to let the administration know what we value in our profession as we recommend who is to receive Professional Development Excellence Awards and promotions. This is an essential component in the professionalism of our careers in which we have previously been unable to participate. While I know that everyone is busy, if you have the opportunity to serve on one of these committees, please do.

*This article was written by Kim Winebrenner, Vice-President of the Full-Time NTT Unit and Chief Negotiator of the 2008 CBA.*

**SEND NEWSLETTER IDEAS TO US!**  
**[office@aaupksu.org](mailto:office@aaupksu.org)**

## Did You Know?

Article VII of the Non-tenure Track collective bargaining agreement sets forth the provisions by which the university administration to discipline an NTT faculty member. The university does hold the power to discipline a faculty member for just cause. The potential sanctions that can be imposed upon a faculty member range from a formal warning that might be placed in the employee's permanent employment file to immediate dismissal.

However, regardless of the potential penalty, the university administration must notify both the faculty member and the NTT collective bargaining unit. The duty on the part of the administration exists for even the most lenient forms of discipline. Additionally, the faculty member has a right to a due process hearing to put forth an argument as to why any disciplinary measure should not be afforded. Indeed, at this hearing, a faculty member

has a right to representation by the NTT union. The union representative will be either the NTT grievance chair or the NTT union president.

Regardless of the rights that are stipulated in the collective bargaining agreement, it is imperative that a faculty member notify the NTT union if he or she is ever notified that the university administration is seeking to impose a disciplinary measure. The earlier we are notified, the better our position.

As always, if you have any questions, please feel free to contact me.

**Jarrod Tudor**

NTT Grievance Chair  
[jtudor@kent.edu](mailto:jtudor@kent.edu)  
(330-244-3442)

---

## F.A.Q.

---

*Below are several frequently asked questions and answers. If you have questions that are not listed here or you need further information, please contact our office at 330-673-9118 or [office@aaupksu.org](mailto:office@aaupksu.org).*

**Q:** *Why should I become a member?*

**A:** The most important benefit of membership is the right to vote on such issues as future collective bargaining agreements, the election of department of campus representatives to the AAUP-KSU Council, which is the governing body of the Chapter, and future AAUP-KSU Presidents. As a KSU Chapter member, you will automatically become a member of the national AAUP, which is a professional organization known for its defense of academic freedom and tenure. Also, as an AAUP member, you will also receive a subscription to *Academe*, which publishes an annual survey of faculty salaries.

**Q:** *Do I have to become a member to be represented by AAUP-KSU in the event of a violation of my contractual rights?*

**A:** Absolutely not! Regardless of whether or not you are a member, AAUP-KSU represents every Faculty member to the best of its ability.

**Q:** *I have heard of additional benefits that I am eligible for if I become a member. What are they?*

**A:** Such additional membership benefits include free notary services, access to one free legal consultation per year, membership in the Kent Credit Union and/or Seven Seventeen Credit Union, and a complimentary copy of the latest edition of AAUP's Policy Documents and Reports upon request.

**Q:** *Do I have to be a full-time faculty member to join AAUP?*

**A:** You have to be a full-time faculty member to join AAUP-KSU as we only bargain for the Tenure Track and the Full-Time Non-Tenure Track units, however, you do not have to be full-time to become a member of National AAUP. Please call our office for more details.

**Q:** *I have some questions that relate to the Collective Bargaining Agreement, but I am not sure if I should call the office.*

**A:** Please do not hesitate to call us! We are more than happy to answer any questions you may have! Call or email Coleen and Shannon!

---



Happy Holidays!

---

## AAUP - KSU

AAUP-KSU  
1100 E. Summit Street  
Research Building 1 - Suite 9  
Kent, Ohio 44240  
Phone: 330-673-9118  
Fax: 330-673-2142  
E-mail: [office@aaupksu.org](mailto:office@aaupksu.org)

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.