



**KEAN FEDERATION OF TEACHERS**  
**An Association of Professors, Professional Staff and Librarians**  
Local 2187, American Federation of Teachers  
Kean University, Union, N.J. 07083  
Phone 908 737-3925 Fax 908 737-3929

KFT General Membership Meeting  
22 January 2003 3:40 p.m.  
University Center 228

**I. President's Report**

\*R. Katz announced that the State Council is searching for a replacement for Barbara Hoerner, who is retiring.

Other searches will be going on at Kean and KFT representatives will be:

- N. Rodriguez on the search committee for Director of Human Resources
- S. Holderman on the search committee for Assistant to the Provost
- K. Stern on the search committee for Dean of the College of Natural, Applied and Health Sciences
- J. Erickson on the search committee for Dean of the College of Graduate Studies

R. Lenhoff is the KFT representative for the committee for Weekend College.

T. Velez has agreed to replace W. Vega (who retired) on the KFT Executive Council.

\*R. Katz stated that E. Comerford, P. Connelly, A. Kelly and L. Alexander met. Restoration of funding for several programs occurred as a result of this meeting. Released time for program coordinators was restored for Communications, Art Education, Music Instruction, Global Studies, Co-Op Education, and Judy Rosenthal's program for classroom instruction for non-native speakers. The total was restored is \$27,000.

The Mentoring Program for new faculty will now be funded by the University. \$1,000 for mentors will be paid by the institution, but since there is no release time for faculty who are mentees, the KFT will fund them.

Professional Staff Career Development monies have been reduced to \$30,000.

The cap on travel monies was increased to \$800 from the institution plus \$500 from the academic department.

Interim President Esposito now states that the institution has a substantial surplus. Two librarians will be hired now, as well as four in the Fall semester.

\*R. Katz stated that Gov. McGreevey has indicated that the budget for higher education will be flat this year.

The Governor may be contacted at (609) 292-6000 or at the web site [state.nj.us/governor](http://state.nj.us/governor) (at the top click "contact governor" and click to e-mail). If our Presidential search goes sour, one can contact the Governor to apply pressure.

## **II. Treasurer's Report**

\*E. Comerford stated that there was a Business, Finance and Administration meeting of the Board which she attended along with Interim President Esposito, E. del Valle, and various administrators to discuss buildings, construction and financing.

Downs Hall will be ready after the Spring break, since the kitchen equipment must still be installed.

There is a lawsuit pending re: the first academic building. It was filed against Kean due to problems with the lowest bid required for acceptance. If it is not settled by Monday, there may be further complications from this situation. This is causing a delay in second academic building construction, which is causing problems for other projects.

The heating and ventilation system in Vaughn-Eames and Willis Halls are currently being worked on, with the hopes for completion in May.

The Green Lane building is now being used as swing space during construction, but now there will be an adjustment to the car lanes on Morris Avenue for the new train station. Schering Plough across the street has agreed to give up some land for more room for the road, but it is unknown what will happen to the Green Lane building at this point.

A commuter parking lot will open in the train station lot. This will open in July. It will be available for Kean parking during down times for train commuters. The health and wellness building is also supposed to begin construction in July.

There is currently discussion regarding the location of this year's graduation ceremonies. So far, all spaces being looked at are too limited. A long-term solution is also being discussed.

New software and vendors for financial controls for budgeting are being reviewed. Vendors now must wait 60-90 days to get paid for goods or services. The administration is trying to come up with an alternative.

### **III. Master Contract Preparation**

\*R. Katz stated that the next State Council Negotiations Preparation meeting will be on Friday. The main issues to be negotiated will be dissolution of NL for Professional Staff, three course load for faculty (R. Katz is only local President to object to this demand), increase in dept. chair compensation, better status and governance for librarians. The Governor is declaring a \$4 billion deficit.

The final demands will be finished up at the meeting on Friday, 1/24/03. Health Care will probably be our biggest issue. We have always maintained that we can absorb 25% of an increase in health insurance costs. There most assuredly will be an increase in insurance payments. Co-pays for prescriptions will probably increase. There is so far no threat to the traditional healthcare plan.

We would like a 2 or 6-year contract to coincide with gubernatorial elections, but the state will want a four year contract. This year, a labor law firm will be negotiating for the state.

R. Katz stated that he is against the three-course load for faculty because he believes it will increase class size and will be bad for the Union in terms of students' perceptions. Discussion ensued. Other colleges in New Jersey and across the country have a three course-load. If we go to a 9-credit load, with more time available, the Administration may expect more from faculty in the way of scholarship and service, but without additional resources, equipment, etc. The Administration realizes that it gives very little support to faculty for scholarship or service. Increased release time is also in the demands.

### **IV. Local Negotiations Report**

\*D. Casale stated that the proposal for the librarians to have a memo of understanding would be signed next week. The Librarians are now drafting the by-laws with the Director of the Library. The Provost, who is facilitating this, is using our draft, not the Director's.

D. Casale will meet next week with P. Connelly to discuss remedies for shared governance for Professional Staff. It is hoped that we will have a draft of a letter of agreement v by April.

D. Casale will also re-open discussion with the administration about streamlining application forms for retention, tenure and promotion and to restructure them so that an applicant can choose an emphasis of service or scholarship. So far the administration is resisting such a change. R. Katz stated that the current set of forms to apply for tenure had two different time requirements; 18 months of student evaluation forms listed on one set, and two years worth listed on another set. The administration agreed that since the forms had inconsistent dates, the longer amount of time was acceptable. The College of New Jersey is moving to a course, rather than credit system. Students will graduate with

90 course units, instead of at least 120 course credits. It appears that it will require more contact hours, but they are arguing that it won't. In colleges like Swarthmore (after such an institution this is being modeled), in reality, only upper class students take two seminars per semester.

There is no update on the Presidential Search as the proceedings are confidential.

## **V. Legislative Action**

\*J. Erickson indicated that the Governor's Committee passed in the Senate and is now in Assembly a bill to allow CWA and AFL/CIO representatives on the Health Benefits Commission. We've been asking for this for some time. It looks like it will pass. This commission decides what kind of health insurance State employees get. It has been composed of only administrators from the Departments of the Treasury, Personnel and Labor.

Yesterday, the Commission on Higher Education met with AAUP and AFT representatives. In the next month, there will be a schedule for meetings on the Commission on Higher Education (Re; resources, capacity, quality and strength). It is hoped that a master plan for higher education can be presented to the State by mid-March.

There is a Town Hall meeting with the Governor tonight at Union County College. J. Castiglione will be in attendance. Also, a violin instructor at Kean will be performing tonight at Lincoln Center.

## **VI. Future Directions for the KFT**

\*R. Katz stated that it was discussed at the KFT Executive Council and Leadership Committee that in addition to the KFT Voice, there needs to be improved communication with members. Several suggestions were discussed including:

### For Communication-

- e-mailing members (For those who submit their e-mails to the KFT)
- having a bulletin board and/or kiosk for announcements
- having communication representatives of a sort(as is done with Professional Staff) so that each division and even buildings could have someone designated for union communication.

### For Service-

- having the KFT act as a clearinghouse for forms for reclassification, promotion, range adjustment, career development, etc.
- having a website for information and downloadable forms.

Discussion ensued. At least two people are needed to put up and maintain this website. We don't yet have legal access to KFT members' e-mail addresses through the institution, although this is included in the Master Contract demands. To reinvigorate the Union, we need to include more people in the day-to-day tasks. Electronic vehicles are needed to get out information. The leadership of the KFT could restructure itself with appointments for communication with members. D. Treadwell will continue with the KFT Voice. M. Carmen-Rodriguez-Solis will chair an ad-hoc committee to determine what ways of restructuring to get more people involved. A mid-semester General membership meeting/luncheon is also planned to encourage people to come to the meetings. Having General Membership meetings on Wednesdays during the university hour is often in conflict with other meetings. Monday afternoon meetings, on the alternate Mondays during which Departments or Faculty Senate do not meet (first and third Mondays of the month), is another suggestion. Members need encourage colleagues to come to the meetings. It was noted that crisis issues bring members out, so perhaps a period of non-crisis has resulted in small numbers attending the General meetings. Having workshops for interested applicants re: range-adjustment and promotion was also suggested.

\*R. Katz asked how many people would be interested in having the end of semester party on April 30 off campus and asked members to think about it.

Meeting adjourned at 4:50 pm.

Respectfully submitted,

Linda Bradbury, Secretary to the KFT