

## New KFT Officers

At its May 16 meeting, the KFT Executive Council elected Maria del Carmen Rodriguez to the office of president of the KFT, effective July 1, 2005, filling the vacancy in the office left by the resignation of Dean Casale.

At its August 4 meeting, the Executive Council elected James A. Castiglione to the office of vice president of the KFT, effective immediately, filling the vacancy in the office left by the election of former vice president Maria del Carmen Rodriguez to the office of president.

The terms of the officers run until June 30, 2006. As per the regular two-year cycle, KFT elections for all elected positions will take place in the spring 2006 semester.

## KFT Blog

The KFT Blog allows the membership to communicate with each other, and give comments on issues. In order to post comments on the KFT Blog, you must receive an invitation to join the KFT Blog. Once you click on the link and create an account or login if you already have an account, you will be allowed to post to the Blog. If you deleted your invitation or did not receive an invitation, please contact Janelle C. Alexander at kft\_webmaster@yahoo.com.

## THE KFT VOICE

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### KFT OFFICERS

**PRESIDENT**  
Maria del Carmen Rodriguez  
*Counseling*

**VICE PRESIDENTS**  
James Castiglione  
*Chemistry and physics*

Irwin Nesoff  
*Social Work*

Nicole Rodriguez  
*Office of Student Conduct*

**SECRETARY**  
Linda Bradbury  
*Natural, Applied and Health Sciences*

**TREASURER**  
Ellen Comerford  
*Accounting*

### AT-LARGE MEMBERS

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*Psychology*

Charles Kelly  
*Political Science*

Bryan Lees  
*Chemistry and Physics*

Tony Velez  
*Fine Arts*

### KFT VOICE STAFF

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*University Relations*

**KFT WEBMASTER**  
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*UC Administration*

### KFT OFFICE STAFF

**OFFICE MANAGER**  
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*KFT Office*

## Send to:



Maria del C. Rodriguez, KFT President



Charlie Kelly, KFT Negotiations Chair

## Kean University: what it is and what it could be

*A few lessons that we can learn from the penguins*

Summer is a fantastic time for reconnecting with our families, catching up on our favorite readings, traveling to favorite destinations or simply going to the movies. Recently, I went to see a documentary on the emperor penguin *The March of the Penguins*. One can clearly see their efforts in sustaining their families in the most hostile weather on Earth. These animals display sheer persistence, discipline, commitment and group solidarity to create and sustain their newborn. They engage in amazing role reversal, battle average temperature of 80° below zero and face ferocious winds, predators, months without food and 70-mile walks with bravery and intelligence just to keep their families alive and bring food to the table.

Now, let's take a look at our life within the walls of this university. The weather extremes that we confront are lim-

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## Negotiation Report

There is some progress to report regarding local negotiations. Unfortunately, we have had to file Unfair Labor Practices (ULP's) charges with the Public Employee Relations Commission on a number of issues. Progress has occurred with the issue of Compensatory Time for Professional Staff in NL (Non-Limited) Job Titles. The agreement reached and presented to the professional staff at a KFT-sponsored luncheon on August 10, includes the following:

1. Flexible work schedules for those who worked beyond the normal work day.
2. Compensatory time for hours worked on an employee's scheduled/normal day off.
3. Timely notice by supervisor to the employee when need for overtime assignments arises.
4. Compensatory time on an hour-for-hour basis.
5. Guaranteed 3 hours compensatory for employee called in on day off.
6. A design to encourage the use of compensatory time within 60 days along with the possibility of carrying time beyond.
7. A design to encourage collaborative planning for use of compensatory time.
8. An appeal process to help resolve disputes collaboratively over compensatory time use plans.
9. A guarantee that compensatory will not be lost due to disputes over planned use.

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Kean Students Paying More for Less

The University's budget priorities shifted in 2000 from academic support for its undergraduate students and full-time faculty, toward marketing, public relations, campus beautification and construction. At the same time, university revenues have increased, primarily the result of whopping increases in enrollment and student fees, now the highest in its state sector.

Yet, student-retention rates have dropped for three years in a row for every entering class since 2001. We have no data yet for 2004 student-retention rates. At the same time, the number of full-time faculty members dropped from 383 in 2001 to 359 at the end of the spring 2005 semester, while the number of adjunct instructors rose from 433 in 2001 to 784 last fall. The attachments below show how Kean's faculty and librarian ratios compare to our sister institutions. The comparison is shocking.



These figures demonstrate that Kean students are paying more for less.

More graduate programs, more marketing, slicker packaging, more landscaping, more expenditures peripheral to Kean's core undergraduate mission will make matters worse.

Chancellors and university presidents at CUNY, SUNY, the state universities of Virginia and Mississippi, the presidents of Temple, New York and Harvard universities are moving their institutions in the opposite direction. They have, or plan to, cut back on graduate pro-

grams and demands for scholarship as they put their resources into undergraduate teaching by increasing full-time faculty and cutting back on adjuncts.

Chancellor Goldstein of CUNY testified this past spring before the New York State Assembly Ways and Means and Finance Committees that CUNY has cut back on adjunct faculty and increased full-time faculty by 10 percent over the past two years. CUNY's retention rates are now increasing. At Kean, the administration is turning its back to our students while claiming to serve them.

The administration says morale is high. All that's high are student fees. Student retention is at new lows and sinking. Five more first-year faculty and two tenured faculty members resigned from Kean over the summer to add to the June retirees and to the seven second- to fifth-year faculty who were fired.

Yes, full-time faculty members have had to add office hours so the administration can pretend to its Board that students of adjuncts with no offices are also thus served. The administration must think neither Kean's Board nor Kean's students can tell an adjunct instructor from a full-time professor.

Kean has a great undergraduate mission. We have highly qualified and dedicated employees. We need an administration willing to put its money where its students truly are, in the classroom.

*Richard Katz  
English*

Full-Time Faculty, Adjunct Instructors and Librarians at Kean, Montclair, Paterson and Rowan Universities

	Enrollments*	Full Time	Adjunct	Librarians
Kean	12,978	359	784	6
Montclair	15,204 (+16%)	452 (+24%)	590 (-25%)	15 (+150%)
William Paterson	11,210 (-14%)	363 (0%)	547 (-30%)	17 (+183%)
Rowan	9,667 (-26%)	409 (+13%)	393 (-47%)	12 (-100%)

\* Enrollment numbers are for fall 2003, latest available from New Jersey Commission on Higher Education

Full-time, adjunct and librarian numbers are those reported for fall 2004 to the New Jersey State Council by the payroll offices of the respective universities.

Percentages in parentheses show divergence from Kean University



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## Kean needs commitment to professional development

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learned that administrative support, including secretarial support, has been taken away. With student numbers increasing and student retention falling, this move to undermine faculty professional development could not be more short-sighted, though it is indicative of the disdain that the administration has for faculty.

Therefore, the KFT calls upon the administration to reaffirm its commitment for professional development by reinstating this office and selecting a director without regard to political considerations. It is of utmost importance, given the worsening full-time-faculty-to-student ratio, that this office continue uncompromised and that Bev's replacement be someone of the highest ability, experience and integrity.

To ensure that the holder of this office will have the faculty's confidence, a number of obvious criteria must be met. First, this position is a faculty position and must not be converted to be a full-time administrator. The person must be a tenured, full professor and should not serve on retention, tenure or promotion committees at any level.

The individual must have the ability to observe classes from a variety of vantage points and to give objective feedback to the faculty member. The person should be able to work with faculty both one-on-one and in groups. A demonstrated ability to design, organize and/or present workshops, panels or discussion groups is crucial. In addition, the director must have expertise in scholarship, time management and writers' issues.

Lastly, and perhaps most importantly, the individual must be adept at human relations: being a good listener and having a reputation for maintaining absolute confidentiality are absolutely essential. Without these traits, the trust that is necessary for sound, productive professional development cannot exist.

Dr. Beverly Amick has set a high standard. We thank her for her dedicated service and wish her the best in her retirement. And we call on the administration to recommit itself to professional development and to find someone of commensurate abilities to replace her in this most important faculty position.

## Student Reaction

A number of actions need to be taken by the students of Kean University to ensure that they are not being taken advantage of by both the administration and the Student Organization.

Regarding Student Organization, there are monetary incentives for joining. The total of all money given to Student Org. ranges into the thousands. This creates a temptation for people who may not have the students' best interests in mind. Some may see only the money, which creates a problem for the student body and those in Student Org. who do wish to do good.

Student Org. needs to remain wary of all actions taken by the administration. It cannot allow itself to become complacent. The best example of this was about two years ago when 32 non-tenured faculty faced termination. A small group of professors appealed to the Student Org. to do something. Certain leading members of Student Org. were told that these faculty were lazy and did not do what was needed to keep their jobs. Even if this were the case, the leading members of Student Org. should have taken it upon themselves to investigate the whole story. Luckily, an independent group of students was there to help pass out fliers and alert the student body. A rally was held, and about 26 of the 32 were reinstated. Thirty-two professors almost lost their jobs because certain people did not do the job they were elected to do. What Student Org. needs to do is release a detailed newsletter of the different policies and actions they are taking and hold open discussions for the students to attend.

It is of the utmost importance that a student union be formed independent of both the University and Student Org. Its leadership and members need to keep a close eye on both organizations and serve as a watchdog in case of any wrongdoing. This student Union should be closely aligned with the teachers' unions on campus so that both teacher and student can come together and tell the administration what policies are best for the classroom. Above all else, Kean is a University. The students' union must be like a vice, constantly applying pressure.

*Christian Perez*  
Student

## President's Message

(continued from page 1)

ited to a few months a year. In that sense, we are truly lucky. Still, we do face considerable odds on any day at work. Both our career skills and human strengths are tested every day. Despite these challenges, most workers have their own interests and the interests of the university at heart and honor both every day at work. To prove this statement, let's present some examples.

Most faculty members teach with dedication and joy despite not having basic supplies readily available and with insufficient access to promotion. Professional staff gives their best despite receiving negative marks on their periodic performance reviews. Chairpersons work during summer months providing essential services such as program coordination, advisement, class scheduling, grant overseeing and general office work without getting fair compensation. Librarians engage in action-oriented research and train staff, administrators and students in many technologies and services available at the library with pride and dedication despite getting about one promotion in 15 years.

Joanne Sealus (2nd-year faculty) generously shared her computer expertise with great enthusiasm and joy. She is no longer with us. Another member, Sara Torres from EEO, spent a considerable number of days with a newly admitted student. This young male missed his orientation. Sara taught him that he needed to show professionalism even when not attending his activities related to his new college life. Beverly Amick, director of the Center for Professional Development, is a true mentor. She and her staff have put together many training programs that have enriched the excellent teaching at Kean University. Beverly and her staff did their job when budget allocation and recognition were available and continued to do so when budget was insufficient and their work was taken for granted. Kean librarians work diligently: maintaining library holdings, cataloguing, organizing, offering courses and advising patrons every day. They do all of this despite being in an environment that rarely acknowledges their expertise and experience.

Unlike the penguins, we do not deal with strong winds, sub-zero temperatures and months without food. Some of the hassles we face are inclement administrators, poor planning, ill-prepared and unilaterally imposed programs and policies plus insufficient resources. Kean has become a place of picket fences, waterfalls and glossy publications where true commodities of respect, fairness and open dialogue are in danger of extinction.

Finally, let's take a look at our governance process. We certainly have many committees that meet for countless hours and days. Are we truly engaged in real governance? Who has the ultimate say in the selection of the president? Who decides what program is in or out? Who decides what percentage of the budget goes into construction, advertisement, research initiatives, promotions or career development? Who decides who is chosen as a Kean trustee? Who scrutinizes the president when it is time for his office's annual evaluation?

Do we have the right to shared governance? Past practice has shown that we have had serious input in many of these key decisions. Our level of influence has significantly decreased during the last three years. A good way to describe our participation in the governance structure is the following: taxation without representation.

To change this situation, every worker of this University would have to commit himself/herself to achieve this goal. Every member would have to see the issues of shared governance and fairness as rights, not as concessions. Every union member would have to pitch in with concrete action. Time for passive participation is over. And it does not matter our years of service at Kean University: as long as we work here, it is our responsibility to make this university a better place for all who work and study here. Nineteen members of an executive council with a solid membership (and the help of all free-thinking people) behind it can turn this university around. Only then, we will make our voices heard. And if at times, we may feel discouraged or weak, just remember the penguins!

*Maria del C. Rodriguez*  
Counseling

## Grievance Report

On behalf of the KFT Executive Council and the membership, I wish to thank Cristina Damiao for her service with me as co-chair of the KFT Grievance Committee. As many of you have heard, Cristina has left the university to pursue other avenues in her career. We wish her all the best in her future endeavors.

In her place, I am excited to welcome Sherrell Holderman and Mary Wuethrich as co-chairs of the committee. Mary and Sherrell will handle grievances related to professional staff issues. They both bring a wealth of experience to the committee and their service is much appreciated.

While the Grievance Committee hopes that you had a relaxing and uneventful summer, we can assure you ours was anything but. In addition to a handful of individual grievances, there was one "class action" grievance that members should be aware of.

Just prior to the start of the summer sessions, the administration began implementing, without prior consultation or negotiation, a cap on the number of credits that members could earn during each of the two summer sessions. We immediately grieved the issue. At the subsequent Step-One Hearing, the KFT informed the administration that we intended to proceed with an Unfair Labor Practice unless our members were made whole. At that, the administration indicated its interest in negotiating a settlement.

For the KFT to properly pursue this matter it needs to know the full list of individuals harmed by the

administration's action. If you or someone you know lost or was denied teaching credits this summer on the basis of this policy, please e-mail the KFT office at: kft2187@rcn.com with 'summer issue' in the subject heading as soon as possible. Note: this includes situations where courses that otherwise would have run were cancelled due to this policy, a problem that particularly harmed chairpersons. Should a fair resolution not be forthcoming, the KFT has retained the right to move forward with the Unfair Labor Practice.

The KFT has, in fact, filed Unfair Labor Practices this summer on other issues. For a full discussion of these, please see the accompanying Negotiation Report by Charlie Kelly.

Lastly, we would like to remind the membership that grievances are time sensitive. If you believe you may have a grievance, you should consult the Master Contract and contact a KFT grievance officer or other officer immediately via e-mail at kft2187@rcn.com or by phone at (908) 737-3925. For any alleged violation by a peer promotion or retention committee, the university must be notified in writing within 14 days. The time limit for most other grievances is 45 calendar days from the date you "should reasonably have known of its occurrence." For more information, please review the master contract, specifically Article VII for all of the details of the grievance procedure.

*James Castiglione*  
*Chemistry and Physics*

## Kean needs commitment to professional development

The KFT is saddened to hear of Dr. Beverly Amick's decision to retire from Kean University effective September 1. We are sure this decision was not easy and wish her all the best in her well-deserved retirement. On behalf of our membership, the KFT thanks Bev for her many years of professional service to the university in a number of capacities.

Bev, arguably, has had the greatest impact as director of the Center for Professional Development, now known as the Office of Teaching, Learning and Scholarship. In this position, she has overseen the growth and development of the Kean Instruction

Team, the Untenured Faculty Organization and the Faculty Writers' Group into stable, effective mechanisms of faculty support in good times and in bad, not to mention her good work developing the now defunct Mentor Program. On top of all this, she has advised countless faculty, individually and confidentially, through her Teaching and Scholarship Consultations. In short, Bev has served as mentor, confidante and friend to several generations of faculty.

The KFT has grave concerns about the future of this office and the organizations it supports, as we have

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## Negotiation Report

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10. A Union-Administration Review Panel to resolve disputes.
11. A record-keeping process.
12. Protection of compensatory time earned with changes in work situation, i.e., new supervisors or new assignments.
13. Protection of compensatory time earned for employees planning retirement and/or separation.
14. Protection of compensatory time already accrued and recorded.
15. Protection of practices already established that exceeds the terms and conditions outlined above.

The above agreement covers all NL employees except those in titles in the following areas:

- Professional Staff Titles in the Department of Athletics
- Residence Life Professional Staff Titles
- Wilkins Theatre and Little Theatre Professional Staff Titles
- University Relations Employees Professional Staff Titles

The union and the university agree that an addendum to the above agreement with respect to titles in that the aforementioned areas will be negotiated by December 2005.

It is the union's position that the NL agreement is a good one that can work for almost everyone with very few exceptions. The university basically wants more time to ascertain whether the union position of inclusiveness is correct. The KFT advises all employees to assure that accurate records are kept regarding overtime regardless of whether they are covered by the agreement or are in the excluded areas.

In regard to other issues, there is little progress. The KFT is likely to sign a Letter of Agreement regarding the Faculty Senate's recommendation modifying the promotional calendar, the application form and the appeal process. The modifications will reduce the possibility of the University Promotion Committee (UPC) ruling faculty applications as ineligible due to the lack of appropriate student evaluations and/or peer observation data. The KFT and the administration have had extensive discussions regarding the Tenured Faculty Research Initiative. (TFRI). The constructive dialogue at the table regarding the TFRI stands in sharp contrast to the inflexibility and unilateral approach used to implement TFRI this past year.

The unilateral implementation of TRFI this past year is *prima facie* evidence of an unfair labor practice. Discussing the TRFI after its implementation does not legally mitigate the unfairness of the administration's approach. It does, however, provide us with an opportunity to improve on the fairness in which these grants will be made in the future. Since all applicants this past year were granted their release-time request, the fairness question was moot. The administration apparently now recognized, its procedure of relying solely on the department committees may be problematic when the applicants outnumber the available grants.

The KFT has filed Unfair Labor Practices charges against the administration regarding the unilateral implementation of a cap on overload. This issue was one of the issues the KFT filed in an earlier ULP. The administration agreed when the Office of Employee Relations (OER) became involved (OER represents management at the state-level) to bring the issue back to the negotiation table. Contrary to this settlement agreement, Kean administration unilaterally imposed a cap without negotiations this past spring and summer and instructed chair to respect the cap when scheduling this fall and next spring.

Kean has also unilaterally announced plans to implement a yearly evaluation system for chairpersons and to define their jobs as supervisory personnel. It is clear the administration wants to diminish faculty role in the selection of the chairs as well as diminish the chair's faculty rights under the collective bargaining agreement. Punitive action against some chairs especially those who assert their collective bargaining rights is further evidence that the administration disregards its legal obligation under the New Jersey Employer-Employee Act and embraces a repressive labor-relations policy.

Despite the clear violation of the N.J. Employer-Employee Act and our Masters Contract, the KFT is committed to a labor-relations policy of engagement. The KFT will continue to engage this administration in bargaining, whenever and wherever possible, engage this administration in legal struggle wherever and whenever appropriate and engage this administration politically, whenever and wherever feasible.

As you can see, the KFT has had a busy summer. The new academic year promises to be even busier.

*Charlie Kelly*  
*Political Science*