

THE KFT VOICE

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Kean Federation of Teachers - An Association of Professors, Professional Staff and Librarians - Kean University, Union, NJ 07083

August 2010

STATE PROPOSES BREAK-UP OF BARGAINING UNIT

KFT WOULD NEGOTIATE SALARY AND BENEFITS WITH KEAN ADMINISTRATION

The Christie Administration has proposed a 33 bill "Tool Kit" to reform property taxes. Oddly enough, the Tool Kit includes a bill (A-2963/S-2026) that has nothing to do with local government or property taxes but would remove certain college employees from the civil service system and allow college boards of trustees to conduct collective bargaining. In other words, Christie wants to break-up the state-wide bargaining unit that has covered Kean University and the other state colleges for nearly 40 years.

The existing state-wide unit was created by the State of New Jersey Public Employment Relations Commission (PERC). It is the mission of PERC to establish bargaining units, and PERC has ruled many times that broad-based units covering as large a segment of public employees as possible are in the public interest. The current statewide bargaining arrangement is comprised of 10 contracts, covering several sectors of employees at the nine state colleges and universities. Two of those contracts are with Council of New Jersey State College Locals/AFT: one contract represents full time staff, librarians and faculty, the other represents adjunct faculty. In addition, there are statewide contracts with the CWA (four units), IFPTE (three units) and campus police (two units).

The proposed legislation would increase the number of contracts covering state college employees from 10 to at least 90. Human resource departments on each campus, which currently do not negotiate any contracts, would be expected to negotiate 10 or more contracts on a regular basis. The result

By Jon Erickson, Legislative Action Chair

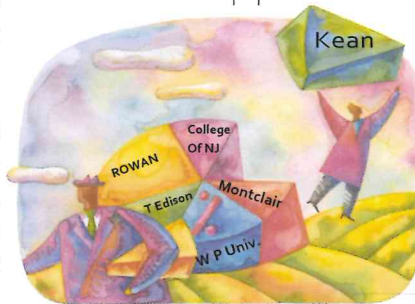
would be a more expensive system for both management, for which additional human resource staff and attorney time would be required, and labor, for which additional staff and attorneys would be required, to negotiate and administer contracts. This would be a colossal waste of time and money.

Although the current system is not without problems, it does provide a uniform salary guide, which ensures fair compensation for all employees, and prevents one local or college being played off another to minimize compensation or benefits. Recent difficulties, experienced by Rutgers AAUP/AFT with an administration imposed faculty wage freeze and the Rutgers URA/AFT fight to get a contract to cover mid-level administrators, suggest the problems that might come our way without a statewide contract. Additionally, the break-up would further undermine any semblance of a system of public higher education for the State of New Jersey.

We have approached Tom Kean, Jr., the primary sponsor of this legislation, to ask that he reconsider the merits of the proposal. We have also approached a number of individual lawmakers with our concerns. To counter the move to adopt the entire Tool Kit of bills, we are working with the AFL-CIO, CWA, IFPTE and the AAUP/AFT to call legislators every Wednesday over the summer. **We ask that you join us at the KFT office on the second floor of Hutchinson Hall from noon to 1:30pm every Wednesday** to make calls to your legislators to oppose A-2026 and S-2963. **You can also call from home.** A listing of legislative districts by individual member and a suggested telephone script is available. Times are tough at Kean, but imagine how much tougher they might be if we did not have the statewide contract and contract administration.

Please reserve just a few minutes to contact your New Jersey state legislators to oppose A-2963/S-2026.

KFT Legislative Action Committee Chair and/or other KFT Executive Council members will be available to assist you. For more information you may contact Jon Erickson at ericksonjk@yahoo.com or call the KFT at 908 737-3925.



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The President's Message

By James A. Castiglione

FISCAL MISMANAGEMENT: A FAILURE TO PLAN

As he has each year for the past several years now, President Dawood Farahi is declaring a budget "crisis" for the coming fiscal year. As we have seen for the past several years, however, the predictions of crisis don't square with the fact that the university has run multi-million dollar surpluses every year. These crises have instead served as a pretense for an all-out assault on faculty and staff.

The Christie administration has cut \$6.6 million from Kean's State appropriation, but that represents a mere 3% shortfall, given that last year's budget was \$210 million. What about the two 3.5% salary increases, one that just took affect July 1st and the other deferred from July 1, 2009 to January 2011 by our Memorandum of Agreement? First of all, there is nothing surprising about them. Any competent administration would have been planning for them since our contract was signed in 2007. *The Farahi administration's failure to plan is of a piece with its academic reorganization: a plan for failure.*

Further, our salary increases add up to a very small number. Salaries of full-time faculty only account for \$31.3 million – only 15%! – of Kean's \$210 million budget. At normal "World-Class Universities", faculty salaries represent more than 50% of budgets. Adding in the rest of our bargaining unit – professional staff, librarians and instructors – the salary total rises to \$46.1 million. In all, our salary increases this year total \$3.2 million.

Yet the Farahi administration has publicly acknowledged that it expects increased revenues of \$8 million: \$4 million from the 4% tuition and fee increase, \$4 million from 400 more FTE students, and has an additional \$4.5 million in surplus from last year. Even

accounting for a 7% increase for other employees (groundskeepers, secretaries, etc.) it is clear that the only "crisis" that exists is a crisis of effective leadership at Kean University.

Of course, this is why full-time faculty voted NO CONFIDENCE in President Dawood Farahi, a stinging rebuke to his leadership and an epic embarrassment. Support for Farahi is so flimsy that only 36 faculty, out of 348 voters, or roughly 10% of the faculty, voted in favor of him. For years, Farahi has asserted that he has the support of 90% of the faculty and only 10% are against his policies. Clearly the exact opposite is true.



No similar crises at our sister institutions

Moreover, none of our sister institutions are claiming crisis in the way that the Farahi administration is. **No other state university administration is making the same threats of reorganization, privatization and layoffs that the Farahi administration has made.** In its approach to these modest budget cuts, the Farahi administration's over-reaction and irresponsibility stand alone.

By contrast, at Montclair State University, employees were reassured that there will be no layoffs, there will be no furloughs and faculty hiring will proceed undiminished this year. Effective university leadership can manage budgetary problems without compromising academic integrity and high-quality student services. Taking a cue from our sister locals, the KFT has a number of sound fiscal suggestions for addressing the University's budgetary difficulties:

- **Increase administrator unpaid furloughs from 2 to 10 days and make it retroactive to last fiscal year.**
- **Freeze or defer managerial salary increases.**

(Continued on page 6)

A MESSAGE FROM THE KFT EXECUTIVE COUNCIL

The KFT and the University Administration

One of the chief functions of a labor union is to keep its members informed and to represent their interests. The KFT provides regular information to its members at its membership meetings, more time sensitive information through e-mail, and presents longer-term issues in the KFT Voice. Higher Education labor unions at public institutions must be especially vigilant in responding to attacks on its members' academic freedom, professionalism, and on public education.

As AFT President Randi Weingarten told this year's convention delegates "our job is more than simply fighting for resources. Our charge is to save public education." In New Jersey where public education labor at all levels is under constant political attack, we educators at Kean have been facing unremitting assaults by our local administration.

The chief line of administrative attack on its academic employees is to put out the false claim that we are overpaid and under worked and that Kean's budget difficulties result from our lack of productivity. In fact,

Kean's faculty and staff are the most productive in the state. We teach more courses and hold more office hours and serve more students than any faculty and professional staff at our sister institutions. We do so because we have by far the largest student to full-time faculty ratio in the system, 44:1. Just recently the KFT published this painful fact along with other evidence of the administration's skewed priorities in an advertisement in the *Star-Ledger*.

As usual, the administration has responded not by refut-

ing any of our well- documented facts. Instead Kean's administration manufactures misleading counter claims. In a letter to the *Star Ledger* Kean VP Phil Connelly asserted that Kean's student to faculty ratio is 17:1. But Connelly did not mention that his figures in-

"our job is more than simply fighting for resources. Our charge is to save public education."
AFT President Randi Weingarten

clude 1012 adjuncts, by far the highest number in the system. Nor did Connelly mention that the number of managerial "executives" at Kean is the largest

in the system, while our sister institutions have cut their administrations. For a comparison see the chart on page 4. Connelly's claims make clear that the administration is more interested in protecting itself and evading responsibility than in education. For study after study has shown that retention rates are directly correlated to the ratio of full-time faculty serving its students.

The situation at Kean is made worse by the fact that Kean accepted a greater percentage of students in 2009

(62%) than it did in 2003 (60%). Worse yet, the number of students who enroll at Kean in 2008-09 was 41% of those accepted, far lower than in 2003 when it enrolled 52% of those accepted. The administration boasts that it has

received more applications than ever, which are true for about every college and university in the country. But the students who do enroll at Kean are in need of more academic support, not less. Meanwhile Kean's bloated administration runs in the opposite direction, hiring more and more adjuncts -- up from 463 to 1012 -- to make up for declining numbers of full-time faculty -- down from nearly 400 to 346 this past Spring. Meanwhile student tuition and fees have risen 62% since 2003.

Those who claim that students and their families do not need to know what goes on inside Kean are selling them short.

(Continued on page 6)



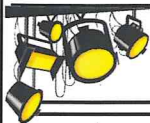
NJ COMMISSION ON HIGHER EDUCATION

THE DATA SAYS IT ALL !

The below chart from the NJ Commission on Higher Education gives the numbers of full-time employees at each of the state colleges and universities as of fall 2009, the latest numbers available. The data are all reported to the CHE by each of the institutions. In every single category you can see how far outside the mainstream Kean University sits. Compared with Montclair State University, we have 62 more (about 60% more!) executive administrators, 200 fewer full-time faculty and 190 fewer professional staff, even though Montclair has 3100 more students than we do. Shockingly, Kean already has the fewest professional staff of ANY of our sister institutions (excepting Thomas Edison which teaches only distance learning classes). This shows that administrative assertions that Kean has made the provision of high quality student services a high priority is utter nonsense. What is a high priority? Administrative bloat - Kean has far more executive administrators than any other administration. Clearly there is plenty of room for budget savings by trimming administrative bloat without further compromising classroom instruction and student services.

Fall 2009 Employees - FULL-TIME

NJ Colleges and Universities	FACULTY OTHER								GRAND
	FACULTY	ASSISTANTS	EXECS	PROFESSIONALS	TECHNICAL	CLERICAL	CRAFTS	MAINTENANCE	TOTAL
N.J. Institute of Technology	445	0	90	376	18	178	10	130	1,247
Rutgers, The State University	3,151	0	225	3,474	360	731	381	1,220	9,542
Univ. of Medicine & Dentistry of N.J.	1,582	0	760	5,259	1,436	1,933	223	747	11,940
TOTAL, PUBLIC UNIVERSITIES	5,178	0	1,075	9,109	1,814	2,842	614	2,097	22,729
Total # of Students									
College of New Jersey 6,980	348	0	45	276	36	94	60	135	994
Kean University 15,081	352	0	165	203	81	149	43	145	1,138
Montclair State University 18,171	553	0	103	393	48	218	68	218	1,601
New Jersey City University 8,399	246	0	47	286	40	127	30	115	891
R Stockton College of N.J. 7,559	263	0	79	270	55	90	72	118	947
Ramapo College of N.J. 6,086	213	0	35	242	23	54	39	78	684
Rowan University 11,000	401	0	109	284	50	169	78	145	1,236
T Edison State College	0	0	73	130	3	50	0	0	256
W Paterson University of N.J. 10,870	371	0	52	244	93	149	35	168	1,112
TOTAL, STATE COLLEGES	2,747	0	708	2,328	429	1,100	425	1,122	8,859



IN THE SPOTLIGHT



KFT Professional Staff Luncheon Meeting

In order to reach out to

by Linda Bradbury, KFT Vice-President and Professional Staff Committee Chair

Professional Staff members who may have found it difficult to attend the KFT General Membership meetings during the semester, the KFT scheduled a Professional Staff Luncheon meeting on Wednesday, July 7th in UC 337 A and B from 12:30 pm to 2:00 pm. All Professional Staff were welcomed to spend their lunch hour at the meeting and free to leave when needed.



More than 60 people attended, including the Council of New Jersey State College Locals staff, Bennett Muraskin and Debra Davis. Debra offered information on an ongoing State Council project to deal with "bully bosses".

A large portion of the event remained unstructured to allow KFT Professional Staff members freedom to ask questions and make the KFT Officers and their colleagues aware of any new difficulties, concerns or problems, as well as any compelling positive developments.

A main issue of concern to all was the state budget. An article from *The Chronicle of Higher Education* was distributed that detailed the cuts suffered by the N.J. State Colleges, which at Kean will amount to a cut of \$6.6 million in state funds. However, both EOF and TAG funding have had some reduction in funding restored. CNJSCL (State Council) Kean representative Bennett Muraskin revealed that in a recent meeting with the Kean Administration, Phil Connelly indicated that of 29 layoffs planned, 13-14 will be Professional Staff. Professional Staff members were therefore directed to review pages 90-93 *Article XLI Retrenchment, Retraining and Reinstatement for Full-time Employees* of the current purple-covered Master Contract book (July 1, 2007 - June 30, 2011) that each member should have.

Also discussed and available in handouts was information regarding Governor Christie's "toolkit" bills which directly affect the future of the state colleges and universities, especially Senate Bill 2026 and Assembly Bill 2693 that would break up the State Council's bargaining units so that each institution negotiates with their local union separately, instead of the current statewide negotiation of our Master Contract.

Members were urged to call and e-mail their legislators to express their thoughts about how this would affect our students, colleges and our lives as employees. Attendees were directed to the Council website (cnjscl.org) for contact information for their legislators. **Commitments to reach out to legislators were offered by nearly everyone in attendance. If you have not already, please join your colleagues in contacting your New Jersey State legislators. Make your voice heard!** (see related article on front page).

On a more positive note, Professional Staff members were reminded that per the Memorandum of Agreement regarding furloughs and wage freezes, on July 1st we received the 3.5% across-the-board increases to annual base salaries and that we should check our pay stubs to make sure that this increase has been received. Also, the July 2009 across-the-board wage increase of 3.5% that was deferred until the first full pay period after January 1, 2011 is expected.

Members were reminded they received a 3.5% salary increase on July 1st with another 3.5% increase to come in January 2011.

Another reminder was about the seven unpaid furlough days taken during the academic year 2009-2010. As per the MOA, three days of paid leave are credited for future use. These paid leave bank days are to be used as one would utilize vacation days. Subsequent to the Professional Staff Luncheon meeting, on July 20th, Human Resources issued an e-mail statement reiterating these terms. Members that do not use their three paid leave bank days before leaving the employment of the university, may cash them out at the daily pay rate applicable at that time in the future.

Professional Staff attendees were also asked to look for an upcoming announcement of the first CNJSCL-New Jersey AFT Human Rights Committee gala wine-tasting fund raising event to be held at the Trenton War Memorial. The minimum donation to attend is \$25.00. Donations will be given to the Mercer Street Friends organization to help fund their food bank, children and youth services, parenting and adult services, and home health care programs.

If you have any questions, concerns or suggestions about this or future Professional Staff Luncheon meetings, please contact Linda Bradbury at 7-5376.

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Fiscal Mismanagement: A Failure To Plan

Cont'd from page 2

The administration is quick to ask the Governor to freeze our contractually stipulated salaries, but it has complete control over managerial pay. What's stopping them from freezing managerial salaries?

- **Farahi should lead by example: take a pay cut of his \$293,000 salary and \$160,00 in perquisites and rescind his \$200,000 bonus.**
- **Use the \$2 million savings from last year's reorganization.**
- **Tap the university's \$45 million reserve.**
- **Suspend or delay construction.** The university is always saying it has to be run like a business. So why isn't it delaying or downsizing capital construction projects as businesses do

when revenues are down?

Clearly, there are a number of options the Farahi administration can pursue to deal with our current fiscal difficulties without having to resort to extreme measures that damage the institution, student education and services. The KFT will continue our best efforts to hold this administration accountable for the consequences of its decisions for our members and the students we serve. ♦

Support Your Union



There is Strength in Unity

The KFT and the University Administration

Cont'd from page 2

The math is clear. Students pay more for less. Faculty and professional staff work more for less pay, while upper administration refuses to make commensurate sacrifices. We took 7 furlough days; administration took 2. That's the ugly truth.

Right now, in New Jersey and across the nation it is fashionable, as Randi Weingarten wrote in the July 25th issue of the NY Times, to impose faddish, untested reforms and to denigrate teachers, blaming educators for administrative failures and diminishing resources.

The KFT will continue to make the facts known on campus and in public, protecting the interests, professionalism and dignity of our members and making the case for accountability of

public institutions that are supposed to serve students, not serve upper administrators and politicians who fail to hold management to account. Those who claim that students and their families do not need to know what goes on inside Kean are selling them short.

In the end, the truth will prevail. Thanks to the overwhelming support of its members, the KFT will not flinch in defense of Kean University, its academic mission and, most important, its students. Kean's full-time faculty and professional staff will continue to work hardest and most directly to educate our students, no matter the circumstances we now face.

The KFT Executive Council

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KFT FALL CALENDAR 2010

Thursday - September 16th 2010

Beginning at 3:30 pm - KFT President's Address - Little Theatre with the
Welcome Back Reception immediately following in UC 228 ending at 6:00 pm

GENERAL MEMBERSHIP MEETINGS

<u>OCTOBER</u>	<u>NOVEMBER</u>	<u>DECEMBER</u>
Thursday 14th	Thursday 11th	Thursday 9th
3:15 pm - 4:30 pm	3:15 pm - 4:30 pm	3:15 pm - 4:30 pm
Hennings Hall -113	Hennings Hall -113	Hennings Hall -113

EXECUTIVE COUNCIL MEETINGS

<u>SEPTEMBER</u>	<u>OCTOBER</u>
Thursday 9th 3:15 pm - 5:00 pm CAS 205	Thursday 7th 3:15 pm - 5:00 pm CAS 205
Thursday 23rd 3:15 pm - 5:00 pm CAS 205	Thursday 21st 3:15 pm - 5:00 pm CAS 205
<u>NOVEMBER</u>	<u>DECEMBER</u>
Thursday 4th 3:15 pm - 5:00 pm CAS 205	Thursday 2nd 3:15 pm - 5:00 pm CAS 205
Thursday 18th 3:15 pm - 5:00 pm CAS 205	

September						
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October						
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31						

November						
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28	29	30				

December						
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19	20	21	22	23	24	25
26	27	28	29	30	31	

2010

MONDAY, DECEMBER 13TH KFT HOLIDAY PARTY DOWNS HALL 3:30 PM TO 6:00 PM

LOCAL NEGOTIATIONS REPORT

Administration Rejects its Own Proposal

The KFT last reported (February 2010)

By Charlie Kelly, Local Negotiations Chair

that the administration requested the KFT to develop various proposals in regard to scheduling over the entire year. After the KFT submitted descriptions of three scheduling scenarios, the administration in March submitted their counterproposal. The administration's counterproposal stipulated that the faculty could bank up to 24 credits of overload credit earned in any semester, summer session I, or intersession. (Summer session II was excluded because at the time the administration was considering the elimination of summer session II due to low enrollment and plans for other types of programs). In the administration's proposal, faculty could initiate the draw-down of these earned credits subject to the approval of the administration.

In short, *the proposal would allow faculty to teach overload or summer or intersession courses without pay, instead accruing credits to use – or draw down – in a future semester, effectively as a form of released time.* The draw-down proposal initiated by the faculty could not exceed 12 credits at any one time and would have to detail how the faculty member would use his or her time.

The administration could not unreasonably deny anyone's draw-down proposal. The activities during the drawn-down period had to be accounted for in a report by the faculty member. Copies of the report would be submitted to the chair, the dean and the vice-president for academic affairs. The administration's proposal stipulated that the credit banking system would be reviewed periodically. The administration's proposal also encouraged participants in the credit banking system to think ahead carefully to assure that cancelled courses would not complicate the banking system and would facilitate the administration of it.

Interim Vice President for Academic Affairs, Mark Lender, saw value in the banking system because it could afford faculty time off for research and could substitute for a half-year sabbatical. He noted that the number of sabbaticals would be limited given the economic climate we are currently experiencing. *But the KFT made it clear that the banking system should not be viewed as a substitute for sabbaticals but as an additional opportunity for faculty professional development.* Half-year sabbaticals and full salary grants of time provided to faculty to pursue professional development are a normal part of full-time faculty's professionalism. *Drawing down 12 credits from a faculty banking account in any one semester is not a grant but purchased time.* In effect, the faculty member would be delaying immediate overload compensation to drawn down in some future semester's earned credits. These

credits could be applied to a set of professional development activities that is mutually agreeable to the faculty member and the administration or to complement a faculty teaching schedule.

The administration's proposed terms for the "banking of courses" were clearly win-win for the faculty and the administration. The KFT responded by drafting at the administration's request Letter of Agreement # 121, "Banking of Courses", incorporating verbatim the language of the University's proposal. On Tuesday, June 27, the KFT met with the administration to sign the agreement. **After a great deal of backpedaling and a caucus, the administration refused to sign its own proposal.** The KFT responded that refusal to sign an oral agreement based verbatim on the administration's proposal would be *prima facie* evidence of bad faith bargaining and an unfair labor practice. At this point the administration requested a delay to consult its labor attorney. The delay has not resulted in a change of position but an attempt to add language that in essence negates the win-win nature of the orally agreed to LOA "Banking of Courses". At the writing of this report, it is apparent, unfortunately, the KFT will have to file an Unfair Labor Practice change with the Public Employment Relations Commission to bring closure to negotiations of the issue of course banking. ♦



Kean Federation of Teachers

An Association of Professors, Professional Staff and Librarians
Local 2187, AFT, AFL-CIO

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