

# THE KFT VOICE

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

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## KFT Calls Upon University Promotion Committee to Set the Record Straight

By Ellen Comerford - KFT Treasurer, Faculty Senate Executive Council

Approximately fifty-seven faculty members have applied for promotion this year. At a minimum they deserve to have the procedures in the Letter of Agreement and Faculty Senate Election Manual followed.

According to KFT records, the University Promotion Committee consists of the following members:

- Tom Banit, EMS Education
- Charles Boateng, Political Science
- Eric Carlsen, Accounting (Appointed to succeed M. Laury 5/25/06)
- Marcel Fulop, Management
- Cynthia Garnett, Early Childhood/Family Studies
- Eric Hayat, Biology
- Johann Jochnowitz, Fine Arts
- Richard Kroll, Geology/ Meteorology
- Mary Lou Mayo, Sociology and Anthropology
- David Schuman, Comm. Sci/Ed. Svcs.
- Dale Vitale, Chem./Physics
- Bert Wailoo, Accounting (Appointed 5/3/06)

Normally, you would not want to have two members from the same department on the committee at the same time. However, due to the eligibility and succession rules described below; the official Senate Election Committee notice published last March; and the Letter of Agreement (the controlling UPC document) that states that no department may have more than one *elected* member serving at the same time, all rules were duly adhered to by the KFT. Bert Wailoo was appointed by the KFT to fill the vacancy in the

College of Business as no one ran for the position. Eric Carlsen was the runner up in the 2005 election, and according to succession rules would replace Morgan Laury on his resignation. Thus, we have one appointed member and one elected member from the same department, which is not a violation of UPC Letter of Agreement.



The brief history recounted below makes clear the basis for the KFT appointments to the UPC in Spring 2006.

In March, 2006, the letter from the Senate Election Committee, chaired by Morgan Laury, calling for self-nominations, listed the following departments *ineligible* due to succession rules and the continuing members:

- Management (Marcel Fulop, Term 2005-2007)
  - Public Administration (Morgan Laury, Term 2005-2007)
  - Economics and Finance (Eufronio Carreno, Term 2004-2006)
- That left three eligible departments in the College of BPA: Accounting, Criminal Justice and Marketing. As Criminal

(Continued on page 3)

## Master Contract Negotiations to Begin in January 2007

### Health Care and Pensions Chief Issues at Massive Rally in Trenton Demonstrating Public Employee Labor Strength

Contract negotiations will begin in earnest after January 15<sup>th</sup>. At the initial Negotiations meeting in November ground rules and logistics were mutually agreed to.

Health Care and Pension protection, chief concerns at the negotiating table, were the rallying cry at a Public Employee Labor demonstration on Monday December 11 at the State House in Trenton. An estimate of 14,000 to 15,000 state-wide labor including the Communication Workers of America (CWA), the International Federation of Professional and Technical Engineers (IFPTE 195), PBA and AFT New Jersey

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## KFT President's Message

María del Carmen Rodríguez

### ***To Be or Not to Be a True University: That is the Question***

Representing the KFT at the latest open forum held by the University Board of Trustees meeting on 11/18/2006, I began my presentation by acknowledging some of the improvements made by Kean University, especially those related to its public image. Then, I invited the trustees to analyze the challenges we still face despite this enhanced public image. Our central challenge, the teaching conditions at this urban university, deserves much study as well as comprehensive solutions.

According to the university mission statement "Kean offers a wide range of demanding programs that provide the high quality of instruction and academic support services necessary to assure its socially, linguistically, and culturally diverse students the means to reach their full potential". If this document is the guide post for our work at this university, then teaching should be a main priority not only for faculty but for the entire institution. Is this what is really happening at Kean?

There is a growing and steady reliance on transient faculty over full time, resident faculty. The periodic firing of new faculty members creates significant turnover for the full time faculty that contributes to students' lack of continuity in their educational experience. Because of losing faculty so often, our programs, departments, grants and research projects are negatively influenced. Finally, losing new faculty members every year will significantly hurt our chances of attracting competent candidates to this institution.

The widening gap between the numbers of adjunct and full time faculty seriously affects our students: both students with academic deficiencies as well as other successful students. I do not question the inherent capacity of any adjunct to do classroom work. What needs to be considered is whether any adjunct has the job stability and the basic resources and time to commit to the students and institution we serve. As student enrollments increase, fewer full-time faculty per student continue to serve the institution as full-time faculty are required to do: advising, administrative, programmatic, and personnel committee work. The immediate solution is to hire more full time faculty and properly to

assist and encourage them once they are here.

Some of the problems that full time faculty deal with are the following: 1) inconsistent application of the criteria for tenure, reappointment and promotion; 2) use of outdated technology and irregular technical maintenance; 3) lack of privacy in the work areas where we work with students; 4) insufficient safety at certain traffic crossing points in our campus, and 5) an unbalanced evaluation process whereby the administration (who decide which faculty stay or go) are the most removed from the intimate knowledge and expertise exercised by faculty members in the workplace.

During this open forum, two faculty members (Dr. Hicks from Chemistry and Dr. Behi from Technology) made presentations as faculty being fired by the current administration. After listening to their presentations and examining their credentials, it was clear to all that they met and exceeded the criteria for tenure/reappointment. When these caring and competent professionals lost their jobs, the biggest loss is suffered by our students and our institution as a whole. In the case of Dr. Hicks, he spent most of his last summer mentoring students in research projects without asking for compensation. Dr. Behi's impressive list of new patents indicated his commitment to research and innovation which definitely benefit our students. The damage inflicted upon these faculty members will tarnish our academic reputation for years to come.

I hope that as we seriously analyze the educational challenges we confront at this university, we may be inspired by our highest aspirations. The greatest hurdle we face as an institution is the loss of collective wisdom. Without this basic ingredient, our institutional vitality is seriously undermined. If this university wants to become a global university, it would have to pay serious attention to its teaching resources and priorities (Pike, 1998). By putting teaching in its proper place, the needs of all students will be emphasized rather than superficial enhancements.

Source: What is global education.  
[[www.sonoma.edu/itds/st\\_projects/lin/definitions.html](http://www.sonoma.edu/itds/st_projects/lin/definitions.html)]

### **Master Contract Negotiations to Begin in January 2007** *(continued from page 1)*

urged state legislators not to balance the state budget by legislating changes to health care and pensions. New Jersey labor spoke with one voice that Health Care and Pension benefits are properly dealt with at Master Contract negotiations.

The KFT strongly urges you to add your voice to those of your labor sisters and brothers. To do so, go to the CAPWIZ button at the "cnjscl.org" web site, the official website of our

Statewide bargaining agent, the New Jersey Council of State College (and University) Locals. Many state legislators let our Council know that our collective action using CAPWIZ was responsible for helping restore Higher Education budgets this past Spring and Summer.

You have a voice. Use it to defend your contract. It will make a difference.

*Richard Katz, KFT Voice Editor*

**KFT CALLS UPON UNIVERSITY COMMITTEE TO SET THE RECORD***Continued from page 1*

Justice and Marketing have no full professors, Accounting was the only department the KFT President could appoint from to fill the vacancy. Accordingly, on May 3<sup>rd</sup>, the day after the Faculty Senate received the official results of the election, Bert Wailoo was appointed.

Communication about Morgan Laury resigning had taken place between Eric Hayat and the KFT President earlier pending Morgan Laury's resignation. But Morgan Laury did not resign at that time, and in March 2006 as Chair of the Senate Election Committee, listed himself as still serving on the UPC. Hence, no appointment was officially made for a successor. No written resignation has yet been received by either the Faculty Senate or the KFT. The letter calling for self-nominations in March 2005 from the Election Committee confirms this. The appointment of Dr. Eric Carlsen was made only after a direct conversation with Morgan Laury as to his intent to resign, and his resignation from the UPC occurred sometime on or after May 4<sup>th</sup>. On May 25<sup>th</sup>, Dr. Eric Carlsen, runner up to Morgan Laury in the 2005 UPC election cycle, was officially placed on the UPC.

However, on Monday, May 1, 2006, a day *before* official election results were published campus wide, a meeting of the University Promotion Committee was called by the outgoing chair of the UPC for the purpose of electing a chair for 2006-2007. As a result of this meeting being called before official election results were published, none of the four new members were able to be present as the UPC meeting was called over the weekend for Monday. In violation of the Letter of Agreement, No KFT Observer was invited nor present at the May 1st meeting, and a member of the UPC who was not appointed until 5/25/06, nonetheless, attended and voted at that meeting.

These procedural violations concerning the election of the chair should be remedied before the committee deliberates on the merits of the applying candidates

The Letter of Agreement between the Administration and the KFT which established the University Promotion Committee in article 9 states: **The nomination and election of faculty members to the College Promotion Committee shall be conducted by the Faculty Senate.** Each year when the Faculty Senate conducts the election, it reaffirms this responsibility.

The Senate election manual further states that **"the Election Committee is also responsible for ensuring the validity and protocol of the elections for chairs of elected committees under the authority of the Faculty Senate"** (p.3). Accordingly, the KFT sent a written request to the Chair of the Election Committee requesting him to look into these matters. To this day, The KFT has yet to receive a response.

Moreover, the Senate Election Manual further states that **"all members of the committees – voting and non-voting, retiring and newly elected or appointed – should be invited with due notice to the organizational meetings. In those instances where new appointments by the Faculty Senate Chair or KFT President are necessary to complete the voting membership of the committees, reasonable time should be allowed the appointing authorities to make their appointments before the organizational meeting is convened"** (p. 3). This was not done.

At a recent Faculty Senate Executive Committee meeting, the Senate Executive Committee declined to become involved.

A meeting with the Administration has resulted in their taking the matter under advisement.

The KFT is calling upon the University Promotion Committee to remedy this situation by holding an election for chair before their final deliberations begin. This would remedy the procedural violations described above and ensure the applicants that the rules are being followed.

The KFT recognizes and thanks the members of the Promotion Committee for their hard work, their long hours devoted to reading all of the promotion files and their careful deliberations to ensure fair and responsible recommendations to the President.

### Kean Federation of Teachers 2006—2007 Scholarship Competition



Up to eight awards will be granted in the following categories:

- Full-time Undergraduates \$1200
- Part-time Undergraduates \$600
- Full-time Graduate Students (masters' program or post baccalaureate) \$1500
- Part-time Graduate Students (masters' program or post baccalaureate) \$750
- Special Essay in memory of Dr. Karen Stern \$1000

(Applications are available on line at [kft2187.org](http://kft2187.org))

**Application deadline is February 20, 2007**



Dr. Jacqui Keil, KFT Scholarship Chair



## Local Negotiations Update

*Charles Kelly, Local Negotiations Chair*

The KFT Negotiation Team met with the administration three times so far this fall and will meet again on December 11. Here are the issues we are pursuing:

On Promotion matters, the KFT and the administration agreed to adopt a check off sheet for chairs administering the promotion application process. The sheet makes it optional instead of required that departments rank order applicants.

In addition, the KFT and the administration have tentatively agreed to base faculty and student representation on the University Promotion Committee on a proportional basis by college/school: one faculty representative for 25-74 full-time faculty members, 2 faculty representatives for 75-125 members, and 3 faculty representatives for over 125 full-time faculty members; two voting student representatives and one non-voting student alternate. This agreement would expire at the end of the 2007-08 academic year and be reviewed and renegotiated at that time.

The Range Adjustment Program has been modified by agreement. The Committee election process has been clarified with a tentative agreement. The Composition of the University Range Adjustment Committee (URAC) for academic year 2006-07 shall consist of 2 elected faculty members per college/school, subject to the college/school having at least 25 full-time faculty members at the end of the previous academic year and one non-voting union observer. The 10 point tentative agreement for the URAC also sets out principles for representation by academic rank, eligibility, terms of service, conflict of interest, election procedures as well as the filling of vacancies. A copy of the tentative agreement will be available on the KFT web page, KFT2187.org.

The administration has responded to the KFT demand for negotiation on faculty-student advisement. According to the administration advisement, training is not mandatory nor will faculty be asked to advise students who are not majors in their departments. The administration rejected a 9 course faculty load to make advisement more effective.

The administration informed the KFT that the demand that faculty submit curriculum vitae to the Dean's office is not a university wide policy. Apparently it is the preference of one Dean.

The KFT Negotiation Team has divided some of the issues facing the KFT this semester. Tim sensor will head the Professional Staff Subcommittee that will address professional staff sign-in procedures as well as annual evaluations. No discussion has taken place on annual evaluation. Peter Pezolo heads the Code of Conduct Negotiation Subcommittee.

This subcommittee submitted a counter proposal to the Administration and awaits a response.

<b>KFT SPRING CALENDAR</b>			
<b>2007</b>			
17 January	Executive Council	CAS 308	
31 January	General Membership	CAS 106	
+			
7 February	Executive Council	CAS 205	
21 February	General Membership	CAS106	
+			
7 March	Executive Council	CAS 205	
28 March	General Membership	CAS106	
+			
4 April	Executive Council	CAS 205	
+			
30 April	KFT SPRING PARTY	3:30—6:00	Downs Hall
<b>(All meetings at College Hour 3:30 to 4:50 pm)</b>			

THE <b>KFT</b> VOICE	
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