

Weingarten Cites Problems at Kean in Remarks to NJ Legislators

Debt Strangles World Class Education

At the March meeting of the Kean University Board of Trustees, President Dawood Farahi made a telling self-contradictory statement. He claimed that even though Kean University is a non-profit, it is actually a business and must be run as a business. Farahi's comment acknowledges that his "corporate" management (or mismanagement) of the university's finances would not be possible without the massive subsidy from the taxpayers of the State of New Jersey as a not-for-profit public university.

Taxpayer subsidy comes in several, sometimes hidden, ways. First, the portion the Farahi administration always laments for its insufficiency, is the direct state appropriation for the operating budget. This appropriation has declined over the past two decades and has declined significantly when measured as a percentage of Farahi's exploding operating budget.

By James A. Castiglione, President, KFT



Jon Erickson - KFT Treasurer
Randi Weingarten - AFT President
James Castiglione - KFT President
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State of NJ Pays 100% of Benefits

A second large subsidy comes in the form of the State's obligation to pick up 100% of the University's costs for employee benefits. Given that a significant portion of benefits costs are now borne by the employees themselves, contributing \$0 towards their employees' benefits costs is a great deal for the Farahi administration. It also puts the lie to Farahi's oft-repeated claim in the media that senior, full-time professors cost "him" \$160,000+ in salary and benefits.

When you hear it, we urge you to stop the conversation and point out – forcefully but respectfully – that the State picks up 100% of the university's costs for employee benefits.

A third State subsidy comes in the form of special appropriation lines in the State's budget that are directed to special programs. While relatively small for individual programs, these subsidies, such as for the Exceptional Opportunities Fund, do add up.

Trapped by Debt of his own Creation

This past November, New Jersey voters approved a ballot question designating \$750 million for capital projects at the State's colleges and universities – the first such State higher education bond fund in 25 years. The lack of direct State support, however, has not prevented Farahi and the Board from borrowing hundred of millions of dollars in the intervening years.

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How? Kean University cannot float bonds itself, but it can get bonding through the State of New Jersey with its backing. In this way, the State serves as a facilitator and a subsidizer of the university's massive and growing debt burden.

Under President Farahi, Kean University's debt increased by over 600% very quickly, jumping from \$48 million when President Ron Applbaum left to almost \$360 million just a few years later. Of course, as the debt has skyrocketed so has the annual debt service. And therein lies the financial trap in which Farahi has ensnared the University.

Farahi Cuts Academics to Appease Wall Street

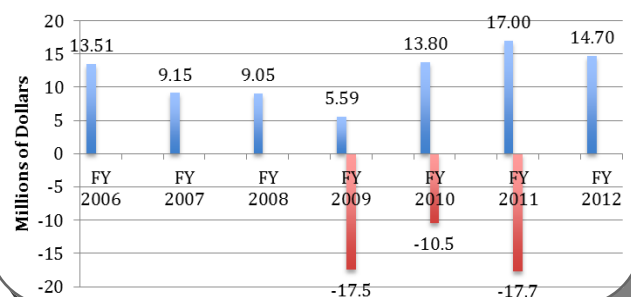
The University pays our bond holders millions of dollars per year in debt service payments-- payments that are highly sensitive to the university's bond ratings. When our ratings go down, payments go up, putting added pressure on the rest of the operating budget. This is what we mean by saying that the debt drives all other decision-making.

According to the April 14th front-page story in *The Star Ledger*, 13% of the university's expenses last year went to debt service payments, whereas, only 12.5% went to full-time faculty salaries. **There can be no clearer statement of the Farahi admin-**

istration's failed priorities than elevating debt service over the value of world-class faculty.

Farahi's first priority is to keep Wall Street happy by running giant annual surpluses – effectively a 'profit' – so the university proves its success as a 'business'. For years he has done that by cutting the resources in the budget previously devoted to academics.

Reported Annual Surpluses and Projected Deficits



More recently, he has not done so well with Wall Street as evidenced by Moody's placing Kean University's debt rating on a 'negative outlook' last year and then continuing that negative outlook in January despite Middle States' reaffirmation of accreditation. The negative outlook was of course a

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Prominent NJ Politicians Attended AFT Legislative Conference April 19-20, 2013, New Brunswick, NJ

Sen. Barbara Buono thanks AFTNJ for endorsement



Congressman Rush Holt



Charlie Wowkanech
NJ AFL-CIO Pres.

Sen. Linda Greenstein receives Honorary AFT membership



Closed-Door Policies Invite Grievances

By Jacqueline M. Keil, Vice President and Grievance

There are a number of disturbing events transpiring at Kean, and the Grievance Committee is asking for your help with compiling information to get a complete picture of what is taking place.

Academic Shell Game

First, there are faculty who know their course schedule for Fall 2013 and others who do not. Faculty who do not know their course schedule had valid reasons to believe that their course assignments were already completed, but then their assignments were changed and some courses were designated as "pending." Additional confusion was caused by the removal of faculty names from Keanwise (some faculty names have since been reinstated) creating a situation of registration uncertainty for students as well as faculty.

Unprofessional Development

Second, and a consequence of the above actions, faculty who do not yet have complete course assignments for Fall 2013 face the possibility that they could be assigned, at the eleventh hour, to teach a course they have never taught before or one that is outside their field of expertise.

Unsupported Professional Development

Third, travel support to present on a panel about social justice teaching was denied without cause. In the spirit of full disclosure and transparency, principles to which the Kean University administration does not aspire, a grievance has been filed on my behalf for this infraction.

How can Kean claim to be moving toward becoming a research university, yet will not fund a travel request for approximately \$700 to give an invited session at a professional conference? How is it that a university with a Human Rights Institute would not support travel to a prestigious regional conference with a social justice theme?

VPAA Toney's office gave no explanation why the financial support was denied and the courtesy of a response was not provided after repeated inquiries. As a result, my attendance at the conference was paid out of pocket and my presentation gave the institution exposure and recognition, but at a personal cost

Inconsistent Support for the Classroom and for Travel

Fourth, and related to the above, another faculty member requested travel support to attend and present at a professional conference, and was requested to supply a CV before the VPAA would consider the application. I was not asked to do so.

Clearly, the criteria and decisions for travel support for professional development are arbitrary and capricious. The worst case scenario is that such decisions are being made on the basis of campus politics rather than in the spirit of intellectual development and growth. Administrative policies on both course assignments and travel funding are not done in the best interests of either faculty or our students.

Impediments to A-328

Fifth, a number of faculty are being found deficient, especially in the area of scholarship. If Kean will not support faculty who request support for travel to present/attend a professional conference, how can faculty possibly be expected to develop in the area of scholarship?

If you have been denied travel funds, or been found deficient in any area of your A-328, you should contact the KFT as soon as possible. It benefits all of us if we have a complete understanding of what is happening at our institution. Also, the KFT will be able to provide advice about how to handle an A-328 situation.

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consequence of the NCAA, re-accreditation, and resume fraud scandals that he himself brought upon the University.

Admissions Standards Driven Down by Debt

Worse, Farahi now finds that his scandals have brought a drop in enrollment of 1000 FTE students this year which threatens Kean's 'profitability'. Early indications are that next year's enrollment could be worse. This has been exacerbated by the administration's recent blunder in removing faculty names from KeanWise, infuriating and driving away students who want to register at Kean for the fall semester.

The response being considered by the administration is to lower the admissions standards to meet the enrollment and 'profit' targets--a desperate act that often begets a downward academic spiral that leads to less prepared students who need more support services and to lower retention and graduation rates.

The Solution: Re-Focus on Classroom Instruction

The 'corporate model' in academia demeans students as 'consumers' of a 'product' rather than empowering them as citizens whose education is an important public policy goal in the interests of the state and the nation. Once students are thought of as consumers, the focus of the university shifts from providing a public good to maximizing profit. And the basic corporate formula for maximizing profit is to provide the least product for the maximum price.

Let's abandon the failed corporate model and rededicate ourselves and our University's resources to classroom instruction where it most directly benefits our students.

Our Union recognizes financial constraints. But, enlightened management takes advantage of faculty and staff expertise to direct resources where they do the most good for the most students. By directing resources into the classroom and improving education, we offer students a fool-proof method for attracting and retaining students and for resolving the strangulating debts imposed by the Farahi administration. ♦

This is your 'Passport' to benefits available only to **AFT members through the **AFT's** "Community Advantage" program.**

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Street: _____		Apt: _____		City: _____		State: _____ ZIP: _____	
AUTHORIZATION TO WITHHOLD UNION DUES							
<small>I hereby authorize the State of New Jersey (campus checked below) to make bi-weekly deductions from my wages, AFT union dues, in such amounts as are uniformly required by the Union of all its members, and to remit all such dues deducted to the appropriate Local of the American Federation of Teachers in accordance with the provisions of the current Agreement between the State of New Jersey, and the Council of New Jersey State College Locals. I understand that this authorization shall remain in effect unless cancelled by me in writing and that such cancellation shall become effective on the first pay period following July 1, in accordance with my current negotiated contract. (Union dues may not be deductible for Federal Income Tax Purposes; however under limited circumstances dues qualify as a business expense.)</small>							
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Return to Local AFT Office or the Council of NJ State College Locals, using prepaid envelope.							

If you are not a full member, join now. Becoming a full member of the KFT entitles you to access to over 30 **AFT additional benefits. Contact Dan Gover, KFT Membership Chair on ext. 70386 or call the KFT office on ext. 73925.**

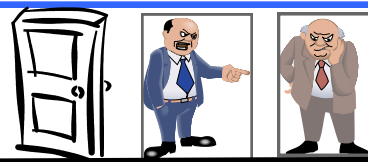
Closed-Door Policies Invite Grievances

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Unfiled Pending Grievances

It has come to our attention that the procedure for reviewing sabbatical applications has been violated. A college committee was not even convened to review a sabbatical application before it moved forward to the VPAA's office. Also, there is an issue with performance-based promotions for professional staff. The Administration agreed to a calendar for performance-based promotions for this year, yet delayed an announcement about when professional staff could apply. There have not been any professional staff performance promotions granted since 2003; the last was granted under a previous administration. Only one promotion was announced this month. Why are our dedicated Professional Staff neglected or treated as an afterthought?

Please, if you feel like the administration has violated your rights, contact the KFT Office for my personal cell phone number. The more information the KFT Grievance Committee (GC) has, the better it is for the entire campus community. Contacting the KFT GC, does not mean you will be pressured to file a grievance. Consider the KFT GC to be a valuable resource as you navigate the turbulent waters of the Farahi administration--an administration that lacks transparency, accountability, and clarity in terms of the policies it develops behind closed doors. ♦



AFT + Member Benefits

With access to a wealth of opportunities and resources, the AFT has something for you.

- ✦ Working together, we improve the quality of the services we provide to make our institutions better and stronger.
- ✦ By standing with our 1.5 million members, we make our voices heard on the national, state and local levels.
- ✦ We don't simply work *in* a community, we work *with* our community to better our neighborhoods and achieve social justice for all.

As an AFT member and through involvement in your local union, you have an advantage. You have the power to bargain; the power to negotiate; and the power to change things, win improvements, and achieve goals that matter to you and to the people you serve. Your advantage also comes with the purchasing power of 1.5 million members. Together, we can access a wide array of high-quality programs and services. This is just a sampling of AFT + member benefits.

**AFT + ENDORSED INSURANCE * HEALTH, LEGAL AND FINANCIAL SERVICES
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Terms and Conditions Must Support World Class Faculty

By Charlie Kelly, Local Negotiations Chair

This is my farewell report due to the fact that I am retiring at the end of this academic year. Fortunately, we have Pat McManimon who will lead the KFT Negotiation Team as my successor. While we still have a number of issues to discuss in our final meeting, the prospects of resolving them this semester is not promising.

What is somewhat more promising is resolving the issue over the newly created title of lecturer. This issue has bedeviled special negotiations for nearly two years. However, a copy of the newly written Letter of Agreement has just been signed and is included in this newsletter for your perusal.

State versus Local Negotiations?

The KFT's initial position regarding lecturers was that the subject of a new title is, and should be, a statewide issue, not a local matter; however, the Governor's Office of Employee Relations (OER) disagreed. Consequently, the state council representative, Bennett Muraskin, led negotiations on the title as we asked the Public Employment Relations Commission (PERC) to resolve the dispute over level of negotiations. PERC decided that the title, at that time, was unique to Kean and properly within the realm of local negotiations. Subsequent to this decision, Montclair decided to create a similar title to the lecturer, i.e., a non-tenured full-time teaching position. By the end of the term of the Master Contract in July 2015, there may be other campuses that have created full-time non-tenured teaching lines. We hope not. Rowan, faced with the pressures to do so, decided to hire tenure-track full-time instructors to address budget shortfalls at a salary less than that for lecturers.

Attack on Tenure

It is and has been the KFT's position that the lecturer title is ill conceived. While rationalized to reduce budget shortfalls, ***it is designed to undermine tenure as well as create a transient faculty--a fundamental assault on long-term academic integrity.*** Yet, our legal authority within New Jersey regarding this title is greatly constrained by the Courts as well as by PERC. Given our limited influence, we have done the utmost in negotiating the best terms and conditions possible for these new members of our bargaining unit. ***However, every faculty member should protest yet another effort to threaten the existence of tenure and bring their concerns to the national community for discussion.***

Regressive Bargaining

In order to resolve the remaining issues that divided us from the Administration, we had to file an Unfair Labor Practice (ULP) charge. The regressive bargaining tactics of the Kean Administration-- increasing the

Terms and Conditions Must Support World Class Faculty

workload of lecturers from 24 to 30 credits a year-- prompted the charge. The sessions prior to the PERC hearing, however, gave rise to some positive movements. We were able to agree to a salary differential for lecturers based on qualifications as well as workload, promotional opportunity, a multi-year contract, an initial internal search period, an arbitration clause and a sick leave provision equal to that for tenure-track faculty.

At the hearing we agreed on the precise salary differential for newly hired lecturer teaching 30 credits a year, the time frame and notice for reappointment, but were unable to require that tenured faculty will observe lecturers' teaching in the evaluation process. We still have to negotiate procedures for applying for promotions. Conceptually the Administration wants to define the lecturer title as a full-time teaching staff member who will be hired and fired by management; must be on campus for 10 months a year and in their office 35 hours a week; and, have no peer review or research responsibilities. We have accepted the Administration's position regarding no research expectation, but still feel strongly that tenured track faculty need to be involved in classroom observations--**after all, curriculum and its implementation must always be the responsibility of faculty!**

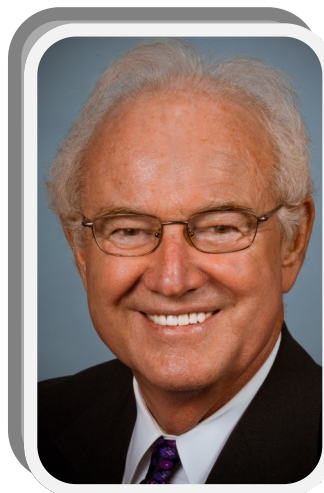
While the Administration initially presented the position of lecturer as a way to address the number of adjuncts in General Studies, it is now hiring lecturers to replace full-time tenured track positions in all programs. The Administration will agree to no limits on the hiring of lecturers. The extensive hiring of lecturers ***portends to undermine the quality of all programs at the University.*** Since the KFT legally does not have authority over academic quality, ***policies for a curriculum overseen by an independent and world-class faculty need to be addressed by the Faculty Senate, its committees and the Faculty in general.***

Other Negotiation Issues

Unresolved issues for regular local negotiations include: due process procedures for the University Academic Integrity Policy; compensation for academic program coordinators as well as their job description; compensation for large lecture hall classes; and the number of sabbaticals. The Administration has agreed to negotiate the transition of SIR II to an electronic form over the paper/pencil variety. The KFT is still attempting to secure greater funding for research/publication and a teaching load consistent to a University that has "World Class Faculty." We have succeeded in signing a letter of agreement (LOA # 136) with the Administration for compensation for assessment coordinators.

It has been an honor to serve the KFT in negotiations for the last ten years as well as in the early years of my 40-year career at Kean. ♦

Tribute to Charlie Kelly - A True Unionist



Charlie Kelly's service to our Union, our University and to you, his colleagues, has been long, steadfast and true. Charlie arrived at Kean in 1972 as a staunch supporter of labor rights and the power of collective action. In fact, he was on the picket line during our first strike at the time when his tenure was approved. He served as KFT Negotiations Chair in the late seventies during which time he negotiated some of our most important Letters of Agreement. Many don't know that Charlie served as KFT President from 1977-1979. During the eighties he served as Director of the Kean College Institute for Public Policy and then as Chair of the Political Science Department for fifteen years. After stepping down as Department Chair, he rejoined the KFT Negotiations Committee in 2003, becoming Negotiations Chair shortly thereafter. Along the way, Charlie picked up a Master's in Industrial and Labor Relations, an education that he has put to almost daily use over the past ten years as Negotiations Chair and in his role as KFT Vice President since 2008.

A true unionist, his dedication to the KFT throughout his 40 year career at Kean has been exemplary. His invaluable skills, experience and insights are not easily replaced and his infectious sense of humor will be sorely missed by us all. In solidarity, we extend our best wishes to Charlie for a well-earned, healthy and rewarding retirement. ♦

AFT Legislative Conference April 19-20, 2013
New Brunswick, NJ
with Randi Weingarten



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Kean Federation of Teachers

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