CAPWIZ: The Shortcut to Your Legislators

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because they would mandate fair contractual negotiations procedures between the state and public employees. These bills would prohibit the state from unilaterally imposing terms and conditions of employment prior to reaching a collective bargaining agreement with the unions. In order for us to provide quality education for our students and practice our scholarship with professionalism, these bills must become law. To achieve this objective, we must contact the voting legislators in our districts and urge them to post this legislation for a vote in the Assembly Labor Committee and in the Senate State Government Committee as soon as possible.

To facilitate direct communication with our legislators, the CAPWIZ program of the State Council of New Jersey has organized links to legislators in our corresponding districts. The link provides a form letter that can be edited and submitted on your behalf either via e-mail or “mail mail.” Go to the AFT State Council Web site at www.cnjscl.org and click on “legislative alert.” This will take you to the page that has both bills listed http://capwiz.com/cnjscl/state/maine/?state=NJ.

Two bills are introduced that are designed to (1) give public employees fair representation on their institution’s Board of Trustees and (2) establish greater equity in contractual negotiations procedures. It is imperative that you contact your legislators directly and urge them to support this legislation.

In 1994, the Department of Higher Education was dissolved and was replaced with the relatively powerless Commission on Higher Education. Since this office does not have the necessary force, universities/colleges have acquired an excessive level of institutional autonomy. Regrettably, with the elimination of a state agency to oversee the mission and accountability of state institutions, some universities abuse this autonomy and systematically undermine commitment to quality education and scholarship. Two bills are introduced that are designed to rectify this situation and empower public employees. To achieve this objective, these bills must become law. Therefore, it is imperative that we contact our representatives directly and urge them to support this legislation.

More specifically, the A-2795 bill requires each college/university to have two full-voting-rights members who are employed at that institution and are selected by its labor organization. This bill has already passed out of committee, and we must urge the Assembly leadership to post it promptly for a vote.

The “companion bills” A-693/S-1868 are of crucial importance for us

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Kean Federation of Teachers Presents Scholarships

As an example of its continued support for Kean University's students, the Kean Federation of Teachers (KFT) presented scholarship awards to seven students on April 18 in the presence of their families and friends, Dr. Vinton Thompson, provost/vice president for Academic Affairs, Robert Tupper, senior development officer in the Vinton Thompson, provost/vice president for Academic Affairs, and Committee Chairwoman Frances R. Gallicchio. As an example of its continued support for Kean University's students, the Kean Federation of Teachers (KFT) presented scholarship awards to seven students on April 18 in the presence of their families and friends, Dr. Vinton Thompson, provost/vice president for Academic Affairs, Robert Tupper, senior development officer in the Vinton Thompson, provost/vice president for Academic Affairs, and Committee Chairwoman Frances R. Gallicchio.

The 2005 KFT scholarship presentation comes on the heels of last year's commitment of a $50,000 endowment fund to the Foundation. "As an idea of an endowment is never to spend the original amount of the gift, but instead to pay out a portion of total earnings each year," said Douglas Nelson, vice president for Institutional Advancement and president of the Foundation. "Typically, the payout is about 5 percent of the fund balance. By creating an endowment, you provide scholarship support this year and every year. Over time as the fund grows in value, so, too, can the amount of the awards," Nelson continued, praising the scholarship fund for its support. "It is always gratifying when a group like KFT wants to give and to help students. While some KFT members may be Kean alumni, most are not, so giving here is a very generous act."

Ellen Comerford, KFT treasurer, said that "the donation is part of the faculty, librarians' and professional staff's commitment to supporting the academic and financial goals of first-generation students at Kean University. The endowment fund was entrusted to the Foundation as evidence of the collective dedication to our students. According to Comerford, the money for the endowment was derived from KFT surplus. Lastly, the KFT Executive Council and its committees applauded Norma Hall, KFT Office Manager, who processed all the necessary paperwork in her usual efficient and highly organized manner. Without her, the scholarship event would not have been possible. Thank you, Norma!"

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Extra! Extra! KFT Enters the 21st Century!

As the Kean Federation of Teachers shifts gears with new president Maria del Carmen Rodriguez to guide the membership and the KFT Executive Council, the council has decided that one of the most important tasks before it is to engage the membership in an informed debate of the direction of the union. Several new initiatives have been taken. KFT Webmaster Janelle Alexander, updates the KFT Web site www.kft2187.org on a regular basis. Board of Trustee meeting remarks made by KFT members are now posted, as well as PDF files of The KFT Voice. It is easier now than ever to stay current on the goings-on in YOUR union.

We're certain that some of you may have questions, concerns or opinions about the current state of affairs at Kean – some of which you may not feel comfortable sharing using your state-owned

President's Message

(budgetary allocations (the tenured faculty research initiative), his answer was the same: "non-negotiable." This program, originally proposed by the KFT, has been unilaterally modified and imposed by the Provost's Office.

In a true home, there is respectful communication. Effective leaders treat members who disagree with the same respect as those with similar views. In a meeting, Dr. Farahi's treatment of Dr. Orlando Edreira was totally out of order. It is sad to say that the way Dr. Edreira was mistreated is not the exception but rather more of a rule. In a true home, members receive constructive feedback, praising them for good efforts and guiding them with concrete suggestions where there is room for growth and improvement. In the annual evaluation forms for professional staff, their supervisors were instructed to delete positive comments and include only negative appraisals. Most librarians have been in need of promotions for years, and no remedy is in sight.

In a true home, members are fairly compensated for their efforts. Program coordinators and chairpersons demand extra compensation for all the extra work they regularly do. These are the quiet members that keep this University functioning at its best.

After my presentation, all of the University trustees will be fully aware of basic injustices affecting most members of our local 2187. You are now fully aware of the lack of respect displayed by this administration to many of our workers. You are aware that if you remain silent, you are colluding. You would not be acting on your basic obligation to oversee this public institution. You would not be protecting the best interests of all the people who make up Kean University.

We would go outside of these walls and ask public officials to sit down and really negotiate in good faith. This is the minimum element to build trust and collaboration within this institution.

If this administration continues to refuse to negotiate with our locals, and if this administration is unable to apologize (when an apology is long overdue); then we would know that Dr. Farahi is not suited for the job of president and cannot continue to pretend that he is one. In practical terms, with behaviors as rude as the ones previously described and an anti-labor climate at the one just described, the confidence of our local on this president's capacity to act as a university president is at its lowest point.

TRUSTEES, this is your chance to act on behalf of the best interests of all the people who constitute Kean University. Do not waste any more time. Act as trustees for all of us. BRING ORDER INTO THIS HOUSE IN CRISIS. And start at the top NOW! Thank you very much!