

THE KFT VOICE

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

September 2013

Strengthen Our University

By James A. Castiglione, KFT President

At its June 24th meeting, the Board of Trustees voted to eliminate the B.S. and M.S. programs in Graphic Communications. Shortly thereafter, the University wrote to our Union and the two faculty assigned to those programs, Dr. Cyril Nwako and Dr. Greg D'Amico, that their programs were being eliminated after the 2013-2014 academic year and that they were being retrenched for academic and programmatic reasons. Retrenchment means that if the faculty are not re-assigned to another department, they can be laid-off at the end of the academic year.

The retrenchment article of our Master Contract allows faculty members whose programs are being eliminated to request additional academic training and support such as sabbatical leave and/or tuition reimbursement. Our Union is working closely with the affected faculty and the State Council to find a solution that will allow the talents of these multi-disciplinary faculty to be successfully redeployed elsewhere at Kean to the benefit of our students. *[See article inside for more background on Drs. Nwako and D'Amico.]*

Re-assignment a Priority

The background of these two faculty is so strong and interdisciplinary in nature, that re-assignment to another academic program can be easily accomplished. These faculty have taught or are qualified to teach in dozens of courses across a range of disciplines including management, mar-

keting, fine arts, design and general education courses. They have taught courses in these disciplines at Kean or at other colleges, including such notable institutions as New York University.

Clearly, the reassignment of experienced faculty who have a record of scholarly achievement and strong instructional performance is in the best interests of our students, especially at a time of declining numbers of tenured and tenure-track full-time faculty. **Our Union is asking all faculty, but especially those in programs for which these faculty are qualified to teach, to work collaboratively and creatively to assist in the reassignment of these faculty.**

Retrenchment Precedents

In the past, the University has been clear that faculty layoffs are unnecessary and counterproductive and have been avoided in each year in which there have been fiscal challenges. In fact, when academic programs or departments have been eliminated, faculty have been automatically reassigned. For example, when the Philosophy Department was eliminated, all faculty were reassigned to the Political Science Department or to the General Education Program.

Most relevant is the experience of the two faculty in the eliminated Bachelor in Social Work program. Both faculty received offers in their retrenchment letters to receive train-

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Strengthen Our University

ing and be reassigned into the GE Program. One faculty member accepted the training and the reassignment, while our Union was able to assist the other in being reassigned to the Masters in Social Work program.

Drs. D'Amico and Nwako both have outstanding qualifications for teaching in the GE Program, both having taught in the program previously, and, in the case of Dr. Nwako, served on the GE Program Development and Implementation Committees. Further, the fact that the University has been advertising for multiple positions for Lecturers in GE – positions that require only a Masters degree – shows that there remains a critical need for full-time instruction in the program.

Academic reorganizations at our sister institutions in the past have on occasion resulted in the retrenchment of faculty, but faculty layoffs have been avoided. Notably, in retrenchments over the past 30 years at Rowan, Montclair, and The College of New Jersey, the universities worked with the faculty and the local union to ensure that all affected faculty were reassigned in one form or another. In addition to reassignment to other academic departments, creative solutions such as reas-

signment to administrative positions and creating paths to early retirement were employed to avoid faculty layoffs.

The Broader Impact on ALL of Us

Our Union will keep you apprised of new developments as they arise. We are working with the State Council to formulate an approach that avails ourselves of all options in the pursuit of a positive outcome for these two colleagues. As part of that effort, we are asking all members to come together in support of our affected faculty colleagues and to provide our Union leadership with any and all assistance that you can as we work towards a successful resolution of this issue.

Faculty who believe they are not affected should understand that recent declines in enrollments could lead to additional retrenchments, so your program could be retrenched in the future. By working together now, we must ensure the stability of our faculty and our academic programs for a stronger University. ♦

KFT 2013 FALL CALENDAR AT A GLANCE

GENERAL MEMBERSHIP MEETINGS

<u>SEPTEMBER</u>	<u>OCTOBER</u>	<u>NOVEMBER</u>
Thursday 26th 3:15pm - 4:30pm CAS 106	Thursday 24th Lunch Time - 12:30pm - 2:00pm Downs Hall	Thursday 21st 3:15pm - 4:30pm CAS 106

EXECUTIVE COUNCIL MEETINGS

<u>SEPTEMBER</u>	<u>OCTOBER</u>
Thursday 12th 3:15pm - 4:30pm CAS 205	Thursday 3rd 3:15pm - 4:30pm CAS 205
	Thursday 17th 3:15pm - 4:30pm CAS 205
	Thursday 31st 3:15pm - 4:30pm CAS 205
<u>NOVEMBER</u>	<u>DECEMBER</u>
Thursday 14th 3:15pm - 4:30pm CAS 205	Thursday 5th 3:15pm - 4:30pm CAS 205

HOLIDAY PARTY

Monday - December 9th - Downs Hall Dining Room - 3:30 pm - 6:00 pm

SUPPORT OUR WORLD-CLASS COLLEAGUES



Dr. Greg D'Amico

Two tenured faculty in the School of Design , Dr. Greg D'Amico and Dr. Cyril Nwako, each with strong, inter-disciplinary backgrounds, strong instructional performance and a record of scholarly achievement have been "retrenched" as a consequence of the Board of Trustees vote to eliminate the B.S. and M.S. program in Graphic Communications. Retrenchment means the faculty members could lose their jobs unless the University provides alternate teaching opportunities within the Kean community. Given their multi-disciplinary expertise and diverse classroom experiences, this option should be a forgone conclusion, if the University exercises academic judgment in the best interests of our students.

Dr. Cyril Nwako

Please help our Union preserve the professional well-being of these distinguished colleagues and make sure the University respects their backgrounds and their long service to Kean by providing them with the opportunity to continue strengthening other academic programs. Any less would not only be a disservice to these august faculty, but an enormous embarrassment to an institution that would disregard their world-class talent already on hand.

Both Greg and Cyril have earned M.A. and Ph.D. degrees from New York University in Training for Managers and Supervisors in Corporations and Industry with specialization in Graphic Communications Management and Technology. As a result, they have taught a wide variety of Management, Marketing, and Graphic Communication Management courses both at Kean and at NYU.

With over thirty years of combined service at Kean, they have been active scholars and presenters of work in their field. Greg has also authored three books: Customer-Centered Production, Customer-Centered Marketing, and, Business Growth through Effective MIS.

Both are dedicated teachers who spend inordinate amounts of time in helping their students. Greg says that, "Students come first" and that his main objective is "helping students grow and move through a productive undergraduate career path in management and marketing." He believes he has been very successful in combining theory and management research with case studies and practical applications. Likewise, Cyril takes the education of each of his students extremely seriously by "preparing them to be the leaders of tomorrow." He states, "each student comes with an open mind, and it is my responsibility to help develop that mind as fully as possible." He further stated that "education is not just an equalizer or perceived key to success, but is essential for a healthy democracy."

Finally, both have contributed in different, but highly significant ways to the Kean General Education Program. Greg developed a bibliography of research studies related to the health sciences and discussed them in his health sciences-specific section of the Research and Technology course in Spring 2013. Cyril, not only worked on the task force to restructure the General Education Program, but also on the implementation of the entire GE Program. He has a long history of teaching in the GE Program with great success.

Greg and Cyril not only deserve our unqualified support, they deserve the respect and appreciation of the University.

The elimination of any academic program and the retrenchment of any faculty member affects the future of us all. Our support for Greg and Cyril ultimately determines the integrity of our own programs, our own professional well-being, and our own employment as well.



A TRIBUTE TO TIM SENSOR

Chief Athletic Trainer - Chief Clinical Supervisor - An Active & Supportive KFT Member



Tim Sensor retired in August 2013 after devoting many fruitful years of service to the KFT, to Kean University, to students and to his colleagues. Tim arrived at Kean in October 1983 as the Chief Athletic Trainer and Chief Clinical Supervisor. He also taught classes and was the Clinical and Medical Site Coordinator for numerous years.

From 1995 to his retirement in August 2013, Tim served on the KFT Executive Committee and in various roles on the KFT Budget and Audit Committees. A particular debt of gratitude is owed to him for his seven years of participation on the KFT Negotiations Committee in which he worked closely with Charlie Kelly (retired July 2013) crafting numerous local agreements with the University, literally until right up to his very own retirement. In addition, Tim served as an elected Member At-Large for several years and a KFT Council Delegate to the New Jersey State Council for College Locals for 10 years.

Tim's personal and professional integrity, long history of service to his colleagues, and dedication to working towards what is fair and just throughout his career is well known by the Kean community. His contributions to the KFT and dedication to the University and its students will most assuredly be missed.

We extend our best wishes to Tim for a healthy, rewarding retirement and for success in his new career as a Consultant with Safe Sports Training Consultants, LLC. ♦



**United States Senate Special Election
in New Jersey, **October 16 2013****

REMEMBER TO VOTE

The **2013 United States Senate special election in New Jersey** will be held on **October 16, 2013** to fill the New Jersey United States Senate seat for the remainder of the term ending January 3, 2015. Following Senator Lautenberg's death, there was a great deal of speculation and controversy over when a special election would or could be scheduled, but on June 4, 2013, Governor Christie announced that the primary would take place on August 13, 2013, and the special election on **October 16, 2013**.

In the primary elections, the Republicans nominated former Bogota Mayor **Steve Lonigan** and the Democrats nominated Newark Mayor **Cory Booker**.

New Jersey 's Gubernatorial Election is scheduled for Tuesday, **November 5th, 2013** ♦



Kean Federation of Teachers

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