



KEAN FEDERATION OF TEACHERS

An Association of Professors, Professional Staff and Librarians

Local 2187, American Federation of Teachers

Kean University, Union, N.J. 07083

Phone 908 737-3925 Fax 908 737-3929

KFT General Membership Meeting

Thursday, October 14, 2010

Hennings Hall 113

3:15 pm – 4:30 pm

President's Report

President Castiglione reported on the impact of the new reorganization plan as per the implementation of executive directors replacing department chairs. As of two weeks ago, the KFT was informed by the Administration that ten executive directors have been put in place. Since then, at least two more executive directors have been appointed. The question that concerns the KFT is what is the cost savings if any? Most of these executive directors are "high salaried." In fact, some executive directors' salaries are higher than some deans. In addition, the executive directors are supposed to teach two courses but some exceptions are being made. There are also questions about the qualifications of executive directors, i.e., some language is vague and could possibly lead to cronyism and the hiring of connected people who do not have the proper academic credentials. Further, some of the executive directors have been inserting themselves into personnel peer review processes, i.e., the ARTP and A 328 processes. The KFT has contacted the Administration in order to get them to abide by the current Letters of Agreement that govern certain processes and procedures of committees. The KFT will file grievances if necessary.

The KFT has been in discussions with the University Senate regarding senate run elections. The KFT & Senate are in basic agreement on how to proceed this year in conducting the elections for membership of committees governed by the Letters of Agreement (refer to handout). The Letters of Agreement deal with terms and conditions and are negotiated between the KFT and the Administration and historically the Senate has run the elections but now the Senate has asked for clarification, therefore, the KFT Executive Council produced a resolution on this issue (see handout).

President Castiglione reported that even though the KFT has reached an interim settlement on its grievance against the Administration regarding the definition of the academic year, there are still ongoing discussions as to what constitutes the academic year. The Administration will have the right to schedule mandatory training after commencement and have the right to direct faculty to attend, but faculty will not suffer any negative consequences if they do not attend. The Administration believes that this issue will be addressed at negotiations for our new contract.

The Administration has proposed implementing a new academic calendar for the next two years. Opening day next year will be August 31st. It should not pose a problem for faculty if attendance is not deemed to be mandatory. The new proposed academic year calendar also indicates that classes will be held on Columbus Day, President's Day, and Good Friday (refer to handout).

President Castiglione gave an update on two of the KFT's many Unfair Labor Practices complaints. He stated as a general note that there have been more ULPs and grievances filed by Kean than at all of our

sister institutions combined since Dawood Farahi became President. The KFT filed a ULP regarding the Presidential Scholars Challenge Awards Program offering awards totaling \$500,000 that was announced at the beginning of the last academic year in which no provisions were made for peer review , for negotiations of procedures etc. There was a conference on this matter at PERC 10/14/10 but nothing definitive resulted from that meeting. There will be a conference hearing on the ULP regarding faculty office hours and new work rules the week of October 18th. The KFT holds the position that the implementation of the new works rules was done in retaliation of the student rally held that May coupled with the signatures of 1400 students on a petition of protest.

President Castiglione announced that positions for KFT observers are needed for committees. He encouraged anyone who has an interest in serving on any committee to contact someone on the executive council.

Treasurer' Report

Treasurer J. Erickson reported the audit is being conducting now and he will report on the findings when he has them. J. Erickson also reported that the AFT-NJ paid for half of the ad placed in the Star Ledger, from its Solidarity Fund.

Retrenchment Update

KFT recently filed a grievance on behalf of the professional staff who received layoff notices. The AFT-NJ has brought people in to assist with this effort. The KFT questions that the financial situation at Kean supports the decision for the layoffs. President Castiglione thanked the people who spoke at the September 13th Board of Trustees meeting. It was clear from the speakers that the students who are most at risk and most in need of services will be bearing the burden of these layoffs. Other important information shared from the maintenance bargaining unit at the BOT meeting were the red flags concerning how the outsourcing of maintenance work is costing the University more than if it had its own maintenance staff do the work: more money is being wasted.

Grievance Report

J. Keil reported that the ARTP committee system is very uneven across departments. She asked that faculty members let her know what's happening in respective departments. It was reported that the Dean of the College of Business and Public Administration unilaterally changed faculty teaching assignments in the Accounting Department. This action will be further investigated.

In reference to the grievance filed on behalf of the professional staff who received layoff notices, the KFT is asking the Administration to provide proof that the layoffs are necessary in terms of financial reasons in addition to the Administration's rationale in terms of layoff units. The grievance is based on the fact that the layoff decision is arbitrary and capricious.

Negotiations Report

C. Kelly reported that for the record, the KFT is opposed to faculty time sheets, but if the KFT does not negotiate and present a counter proposed faculty time sheet, the Administration will impose its own. M. Weiger made a motion for a resolution in opposition to the use of faculty time sheets because it is an assault on faculty professionalism. The motion was seconded and discussion followed. The motion stated in resolution was: We, the faculty, urge the Administration to reconsider its plan to require

faculty to fill out time sheets. We believe time sheets are unnecessary and an unacceptable offense to our professionalism. The motion and resolution was unanimously accepted.

C. Kelly stated in view of the issue regarding ARTP and A328 procedures, the KFT's position is that the Letters of Agreement (LOA) governing those processes and procedures stay in effect until new LOA are enacted.

C. Kelly also reported that the Administration's proposal regarding the banking of courses by faculty up to 24 credits has now been rescinded by the Administration and the KFT has filed a ULP.

Adjournment

The meeting adjourned at 4:30pm.

Respectfully submitted by:

Eleanor McKnight, Secretary