



## **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

Wednesday, January 27, 2021

3:30 pm – 4:30pm

Zoom USA Meeting ID# 818 4398-7742

### **I. President's Report**

#### **• New KFT Treasurer**

President Castiglione announced Dr. R. Narasimhan, Math Department as the new KFT Treasurer filling the position left open by former KFT Treasurer B. Bailey. B. Bailey took a promotion as Director of the Passport Program and was no longer eligible as a manager to be in the bargaining unit. B. Bailey has agreed to assist with the transition of the new treasurer.

#### **• KFT Member Carey Brown's Election for the PERS Board**

C. Brown, running for re-election has received the votes needed to get on ballot. Pres. Castiglione believes that C. Brown is the 1<sup>st</sup> AFT member to serve on the Public Employees Retirement System Board aka PERS. One other person is running against C. Brown. Pres. Castiglione asked that everyone get out the word to friends, colleagues and family to vote. C. Brown thanked everyone for their support.

#### **• Spring Semester concerns**

- ⇒ Lecturers re-appointment calendar extended for two weeks from original deadline for submitting re-appointment folders.
- ⇒ An extension on "Affirmative Action Training" was granted
- ⇒ A328 for AY 2020-2021: Working on getting deadline extended for one month from original deadline. F. Argote-Freyre will follow-up with date to membership
- ⇒ If there are any other issues with the A328 process that need to be addressed, should be sent to the KFT. The KFT will interface with the University to have them addressed.
- ⇒ For labs and other classes scheduled to meet in person, the first such on-campus class meetings are being moved from Feb 16 to March 1.

### **II. Local Negotiation's Report**

#### **1. Compensation for Fall & Spring course conversions**

F. Argote-Freyre reported on Fall conversions: 2 million dollars in total payouts. Payments will be forthcoming to faculty members in one of the two pay periods in February.

- No news on dates of payment of compensation for work done on WKU folders

- Spring conversion: no information on payments. Still compiling information. Payouts may take a while. Will report back when information becomes available.
- Summer/Fall 2020 coordination duties non-payment: A list of members was finalized and forwarded to University. F. Argote-Freyre will report back when University will make payment.

## **2. Diversity Fellows**

- Proposal was submitted which would allow mentors. Mentors would receive 3 credits released time per semester for mentorship. University wishes to extend the Diversity Fellows program to current Lecturers who are interested.
- Anticipating reaching some sort of agreement sometime this semester.
- Pres. Castiglione reminded everyone that these positions are lecturers but they are just temporary. The present negotiated settlement calls for those positions to transform into Tenure Track lines within 2 years. It results in the increase in number of Tenure Track Faculty.

## **3. Research Support initiative**

Research Initiative: will take some time on agreement. University wide committee working on how to achieve getting to R2 status.

## **4. Other Items**

- Status of Art History. Negotiations were successful in getting an extension for the Art History Faculty for Academic Year through June 2022. Will have enough time to find a more permanent solution.
- Economics Department extension was granted until the end of Spring semester 2021. Continuing to work on trying to get a resolution. Ongoing discussion at Local negotiations and actively advocating on behalf of Faculty to get the best possible outcome. University still reviewing its options.
- New President of Academic Affairs coming in summer. Pres. Castiglione reported that once Sr. VPAA is in place union will approach about collaboration with members.
- Anyone on SVPAA Search Comm. should argue forcefully on what is needed to get to R2 status such as, 3-3 teaching load, some sort of Regular Research Program etc.
- Working on Promotions. Memo received from University Promotions Committee with recommendations. Seeking to make the process for promotions more transparent for Faculty & Professional Staff. President Repollet has indicated a willingness to make the process of promotions more transparent. Promotions: 6 promotions this AY: 2 to Full Professor, 4 to Associate Professor.

## **III. Lecturers Issues**

- Negotiations for New Lecturer Contract: Multi-year Lecturer contracts to be included into proposal being submitted for negotiations.
- A proposal for Lecturers to transition to Tenure Track status to be included.

- Debra Davis of CNJSCL, and the KFT are working on finalizing a proposal for local negotiations. Pres. Castiglione stated close to formalizing proposal to present at negotiations by F. Argote-Freyre and Committee.
- Some concerns brought up during a meeting with the KFT and Lecturers are:
  1. Multi-Year Contract
  2. Vacation time
  3. Work Loads
  4. Promotion Process
  5. Job definition/descriptions
  6. Reestablishment of 10 Month Lecturer Position
- President Castiglione stated that the Union could not guarantee any particular outcome of the negotiations, such as certain duration of multi-year contract or a certain number of vacation days, but we would do the best we can based on existing practices and precedent set by sister institutions.
- Will try and get as professional a contract as is possible. Pres. Castiglione reported that Pres. Repollet seemed committed to hiring Tenured track Faculty needed. Pres. Castiglione believes that 47 Tenure Track lines were approved for Fall 2021 hiring.
- Pres. Castiglione: Trying to get a transition to tenure track faculty program in place for lecturers. There is an existing opening for Lecturers to apply for positions in the Diversity Fellows Program. This may be an option for some Junior members, however, there is a process & criteria when applying for Diversity Fellows program.
- Vacation carry-over: Seemed to be getting resolved. If any Lecturer believes they are in danger of losing vacation time notify us and we will advocate on their behalf
- Lecturers receive Comp time for Columbus Day and Veterans Day if teaching on those days.

#### IV. Questions & Concerns

- **Furlough Status: University will ask Faculty to use Presidents Day as the 12<sup>th</sup> furlough day. The 2 blocks of 5 days are being postponed until the end of Spring semester.**
- **Layoffs: Pres. Castiglione noted that as of today, everyone who received a layoff notice is still employed but we are not out of the woods yet. Vast majority of positions were saved permanently.**
- **Currently working on saving all jobs. No guarantee if finances change for worse, that there would be no more layoffs in the future. Kean University appears to be in a better position than some of our sister institutions.**
- **Is there any overall financial information for Kean Administration?**

**No information is available, but Pres. Castiglione stated he is going to discuss with President Repollet about holding an open Finance Forum.**

- **B. Lee: What are the duties of the SR. VPAA? He or She is charged with moving the University towards R2 Status, Faculty Evaluations & Recommendations. The Provost & VP of Research are reporting to Sr. VPAA according to Kean Organizational Chart**
- **Spring 2020 1 TCH: List of Faculty who allege they were improperly denied all or some of the compensation for SP 2020 has been compiled and submitted to University. F. Argote-Freyre will bring up during negotiations. Will try to resolve as many claims as possible but payments may take some time.**
- **Managerial Layoff: About 20 Managerial Personnel have been laid-off.**
- **Salary Comparison Sheet: Link to Revised Salary Guide was provided during meeting. Pay increase steps explained.**
- **Organizational Chart link was provided.**
- **Is there a Range Adjustment for Professional Staff? No, only for faculty.**

**Meeting adjourned at 5:00 pm.**

Respectfully submitted by:

wfv, KFT Secretary