

Administration Bloat & Waste



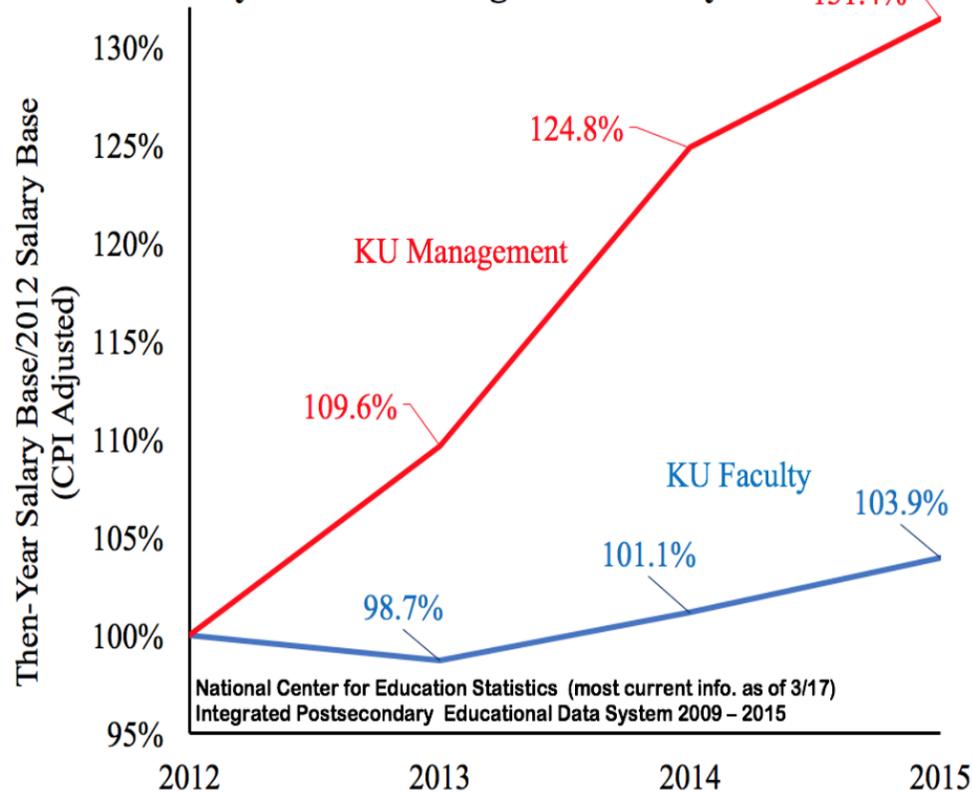
In spite of crippling cuts being handed down to libraries, CLAS, KPR and many other entities and groups across campus, a large increase in the Administration salary base has been observed: The latest Federal data shows that the Administration added 108 positions between 2012 & 2015.

In the words of the late Bill Scott (KU faculty member & AAUP leader):

“There’s nothing more dangerous for an institution than a bored Administrator because they think up time-wasting projects.”



KU Faculty and KU Management Outlays



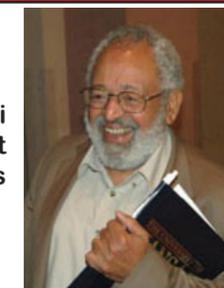
Prof Notes

Important news for KU Faculty Members by KU Faculty Members

INSIDE THIS ISSUE:

KU Faculty Pay	1
Academic Freedom... It's what we Do!	1-2
Guns on Campus	2-3
Administration Bloat & Waste	4
What can a Faculty Member Do?	4

Mohamed El-Hodiri
AAUP KS Conference President
KU Professor of Economics



What can a Faculty Member do?

Come to a First-Fridays Lunch & Learn

If you really want to know what's going on around campus.

Kansas Union, Alcove G, 12:00 noon

10/6 *Substandard Pay & Surviving the T&P Process*

11/3 *How to assemble a Post-Tenure Review Package*

12/1 *How to write-off KU-related expenses, Legal Rights, Privacy*

Pitch In! A little effort goes a long way:

- **Serve on Faculty Senate or Governance committees** as a faculty-rights advocate;
- **Lobby Legislators** to enhance campus safety;
- **Contact KBOR.** Tell them to stop cozying up to the NRA. Educate them on governance and workplace safety norms;
- **Do some research** – about KU, KBOR, peer institutions' policies; state and national budgets;
- **Organize or host a chapter meeting;**
- **Help raise funds:** for this newsletter, datamining, legal defense, and KORA request for NRA-KBOR correspondence;
- **Become a faculty advocate:** train nationally to help fellow faculty members.

Join us for a Chapter Evening Meeting

If you can't make one of the Lunch and Learns, come to one of the evening meetings:

Thursday 9/28 7pm Thursday 10/26 7pm

go to <http://aaupks.org/ku> for locations & details

Contact us:

- Dr. Ron Barrett-Gonzalez, KU Chapter President
- Dr. Jonathan Clark, Vice-President & President-Elect

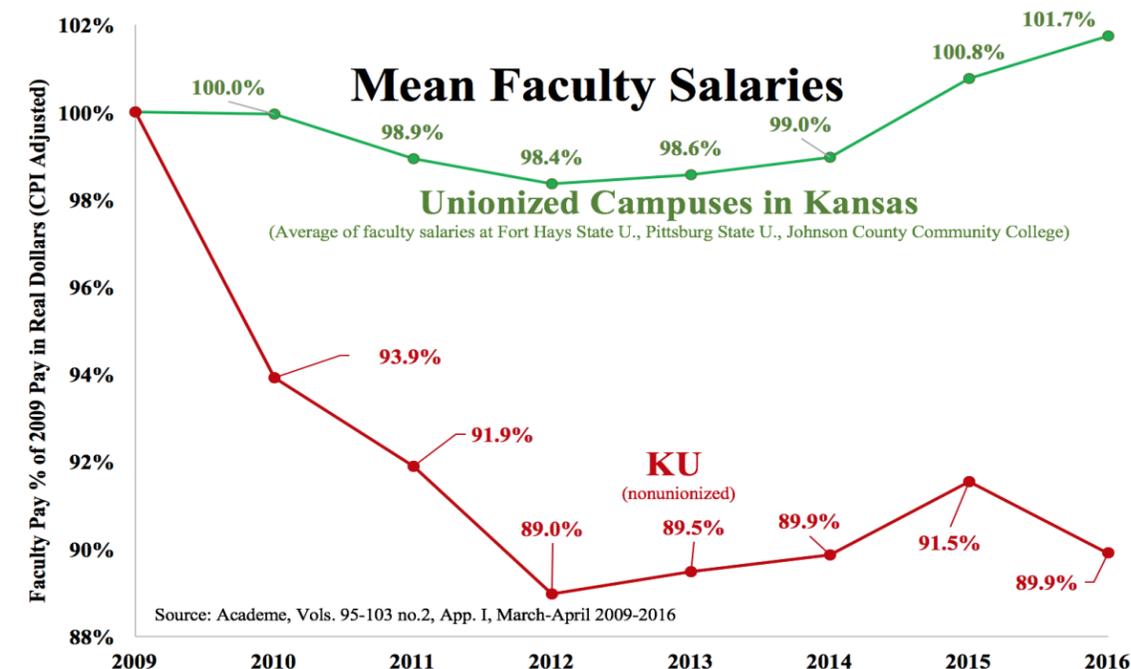
<http://aaupks.org/ku>
adaptivebarrett@gmail.com
(785) 760-4614

KU Faculty Pay

As the state endured the Great Recession and the Kansas Tax Experiment, education budgets plummeted.

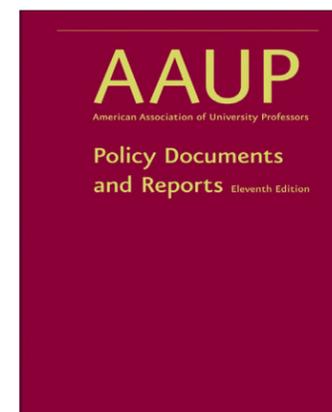
So this summer, AAUP researchers examined faculty pay trends at Kansas universities.

They found that KU faculty have fared poorly when compared with their unionized peers.



Academic Freedom... It's what we Do!

The KU Chapter of the AAUP is one of six in the Kansas Conference. Although some faculties in Kansas are unionized, KU is not. Rather, KUAAUP is an “advocacy chapter,” working for the principles and interests of faculty by other means. The 500-member Kansas Conference is one of 39 nationally, totaling 47,000 members. The AAUP “Redbook” covers best practices for promotion and tenure, social media, dismissal hearing procedures, teaching evaluation, conflict of interest, and much more.



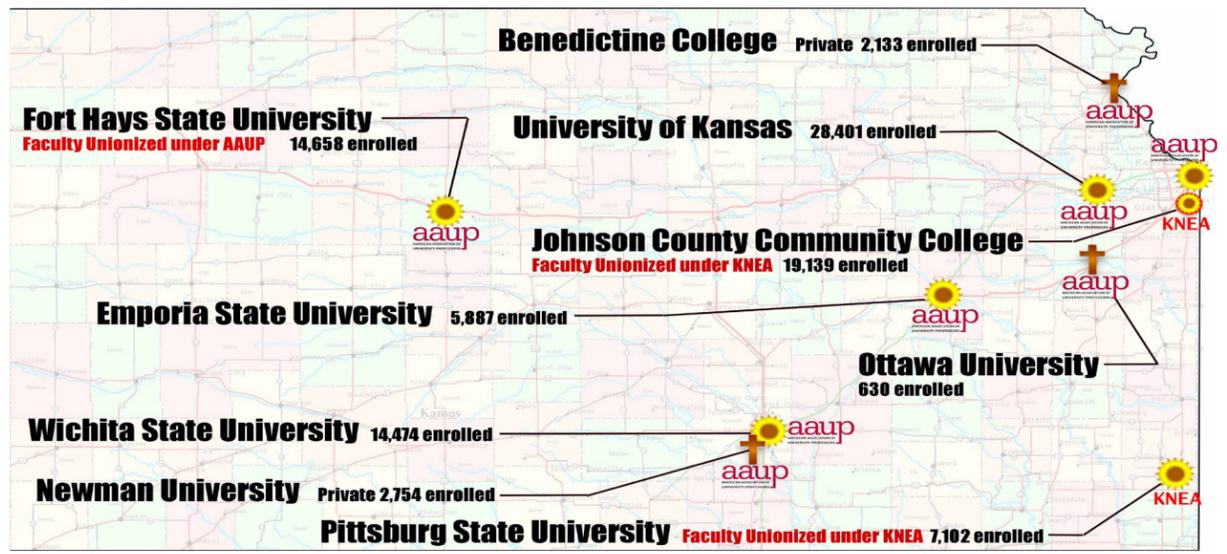
Guiding Principles:

- **Academic Freedom** is paramount for our profession and institutions;
- **Academic Tenure** is critical for *Academic Freedom*;
- **Due Process** is the bedrock of *Academic Tenure*;
- Free and thoughtful discourse among faculty and students is only possible in *physically and emotionally safe and welcoming environments*;
- Universities should be inclusive, and encourage, defend, and celebrate *all people, regardless of identity or background*.

Who makes up the AAUP and how does it serve KU?

AAUP officers are volunteers who are motivated by a strong commitment to the University and profession. Some have experienced or witnessed egregious, sometimes discriminatory, violations of due process and academic freedom and work tirelessly to prevent more. Most of these faculty members' work is unknown to their colleagues, but crucial to their success.

- The AAUP helps many faculty members navigate Tenure and Promotion, Annual Evaluation and Post-Tenure Review processes;
- AAUP members defend fundamental Principles in Governance structures including the KU Senates, Executive Committees, Faculty Rights Board and many other bodies large and small;
- The AAUP keeps abreast of bills, laws & policies at the Statehouse & KBOR which may affect us;
- AAUP experts testify before KBOR, the House and Senate to advance fundamental principles;
- The AAUP maintains a list of skilled attorneys who specialize in higher ed. employment;
- The AAUP publishes letters lauding and/or criticizing leaders and/or governing structures as they are observed violating or upholding our principles;
- AAUP officers prepare Amicus Briefs and testify before hearing boards, arbitration panels & courts as a number of officers have been nationally trained and are recognized as expert witnesses.



AAUP Chapters & Unionized Faculties in Kansas

Although many people spoke eloquently and passionately to keep guns off campus, three students must be lauded for their brave efforts: Megan Jones and Mikaela Warner of KU and



The Indomitable Megan Jones



President Doris Givens

Regan Tokas of KSU were incredible! Greg Musil, Chairman of the Board of JCCC Trustees showed up and made the point that guns will bring nothing good to their campus. The most potent testimony was that delivered by Dr. Doris Givens, President of KCC Community College. Not only did she speak, but she brought her entire administration: Kudos to President Givens for placing the safety of students, faculty & staff above all else. That's what real leadership looks like!

Not a single KU or KUMC administrator testified.

Their absence caused Rep. Melissa Rooker to wonder aloud during HB 2074 proceedings: "Is there a reason why we have not heard from [Regents] institutions?"



KU & KUMC Administrators Testifying against Guns on Campus

At the very last hearing, KBOR Chair Zoe Newton stunned the room, saying they'd been working all along with the NRA crafting campus firearms policies!

In the end, levelheaded lawmakers gained one victory, banning guns at hospitals. Few KUMC faculty spoke out, despite widespread opposition to guns there; several



Assistant Professor Erin Corriveau

reported to AAUP that administrators repeatedly warned them not to. However, an untenured Asst. Prof. took the lead; her courage and ethics helped spare hospitals across the state. KU Med & Watkins staff & faculty owe Dr. Erin Corriveau a huge debt of gratitude. One Topeka lawmaker remarked that this was the first defeat for the NRA in a red state – and KU faculty helped make it happen!

Where are we now? What are we working on?

As this document is being authored, we've had one KU football player arrested for threatening a woman with a gun. A loaded, stolen handgun was also found in a Wescoe Hall bathroom.

Over the Spring and Summer a "safety" committee has apparently only disallowed guns in a handful of places that have giant magnets and sports venues (costing KU more than \$10,000 per game in security expenses). We have found that guns are still allowed in campus venues with the following:

Gunpowder, rocket fuel, jet fuel, aviation gasoline, automotive gasoline, nitromethane, methanol, ether, many other chemicals and even the Chancellor's Jet

Because the AAUP spoke with every member of the Senate and House Federal and State Affairs Committees, we have a good understanding of their positions. All of the Democrats and about 2/3 of the Republicans were under the impression the Regents institutions would exclude "Disproportionate Threat Areas" from the requirement that guns be allowed. It is our belief that KBOR (perhaps under NRA influence?) and the KU Administration are reaching beyond both the letter of the law and the intent of the legislature as they allow firearms into areas with dangerous items.

The plan: ask legislators to put a stop to the dangerous and irresponsible practices by clarifying KSA 75-7c et. seq..

We need YOUR help to lobby them. Please join us in safeguarding the most dangerous places on campus.

Get in touch if you want to help: adaptivebarrett@gmail.com (785) 760-4614.



New Wescoe Hall Signage?

Guns on Campus

The AAUP has resisted Guns on Campus laws since 2014, by meeting with lawmakers to dissuade them from allowing concealed firearms in universities and hospitals; testifying at every House and Senate hearing on the various bills; and informing the public via the media.



The AAUP joined forces with Undergraduate Students, Graduate Students, *Fail Campus Carry, Moms Demand Action, Kansas Interfaith Action, Prevent Gun Violence, KNEA, PTA* and many other individuals and organizations.

The following faculty members worked hard to protect our workplaces, students and colleagues by testifying in Topeka:

Oral & Written Faculty Testimony at the Statehouse:

Melanie Harvey	JCCC/KNEA Spokesperson
Ron Barrett-Gonzalez	KU/KSAAUP Spokesperson
Barbara Ballard	KU/KS Representative
Darren Canady	KU
Megan Green	KU
J. Edgar Tidwell	KU
Margaret Kramar	KU
Erin Corriveau	KUMC
Elizabeth Dodd	KSU
David Rintoul	KSU
Philip Nel	KSU
Dan Hoyt	KSU



Assistant Professor Darren Canady

Written Testimony:

KU Faculty: Joseph Harrington, Sherrie Tucker, Anna Neill, Maryemma Graham, Eve Levin, A. Townsend Peterson, Stacey White, David Roediger, Ben Chappell, Brock Ternes

KSU Faculty: Keith Miller, John Blair, Joe Sanders, Alison Knoblauch, W. Alice Boyle, Wendy Matlock, Anthony Joern, Walter Dodds, Ruth Douglas Miller, Chris Sorenson

Washburn Faculty: Kim Morse, Louise Krug, Melanie Burdick, Kelly Erby, Mary Akerstrom. Joseph Mastrosimone, Gina Spade, Lee Boyd