

**KENT STATE UNIVERSITY
BOARD OF TRUSTEES
January 20, 2016
Urban Conference Room**

Board Members Present

Virginia Albanese
Stephen Colecchi
Ralph Della Ratta
Richard Marsh
Lawrence Pollock, Vice Chair

KSU President's Cabinet Present

Beverly Warren, President
Todd Diacon
Alfreda Brown
Jeff McLain
Joel Nielsen
Charlene Reed, University Secretary
Willis Walker

CALL TO ORDER AND ROLL CALL

Board Vice Chair Larry Pollock called the meeting to order at 5:45 p.m. in the Urban Conference Room. Board Secretary Richard Marsh called the roll, and a quorum was present. Board Chair Dennis Eckart, who was out of state, joined the meeting by phone.

PROOF OF NOTICE

Vice Chair Pollock stated that public notification of the Board's special meeting was given pursuant to state law and university policy.

APPROVAL OF THE AGENDA

Vice Chair Pollock announced that this special meeting was called for the sole purpose of considering a new three-year collective bargaining agreement between Kent State University and the full-time, tenure-track faculty unit of the American Association of University Professors (AAUP), Kent State Chapter. Vice Chair Pollock asked the trustees present if there were any suggestions or additions to the agenda.

Hearing no suggestions or additions, the agenda was adopted by general consent.

EXECUTIVE SESSION

In accordance with Chapter 121.22, section G of the Ohio Revised Code, Vice Chair Pollock announced that the Board had a need to meet in Executive Session for the purpose of: (i) considering the employment and compensation of a public employee or official [121.22(G)(1)]; and (iv) preparing for, conducting, or reviewing negotiations or bargaining sessions with public

employees concerning their compensation or other terms and conditions of their employment [121.22 (G)(4)].

The motion to retire into Executive Session was moved by Trustee Colecchi and seconded by Trustee Albanese. Board Secretary Marsh conducted a roll call vote of those present. By virtue of a unanimous roll call vote, the Board adjourned into Executive Session at 5:48 p.m.

RATIFICATION OF COLLECTIVE BARGAINING AGREEMENT

Vice Chair Pollock reconvened the Board of Trustees meeting at 6:00 p.m. to ratify a new collective bargaining agreement for the university's tenure-track faculty. He stated that the administration and the union reached a tentative agreement Monday, January 18, and that voting by the union was underway and would conclude by midnight, Friday, January 22.

Vice Chair Pollock thanked the trustees who were able to attend the meeting for doing their part to complete the ratification process. He commented that the board, the administration and the faculty share many common goals and are unified in their deep commitment to the students.

He called on President Warren to speak to the highlights of the collective bargaining agreement.

President Warren said the administration began discussions with the AAUP-KSU Tenure Track Collective Bargaining Team in late May, and continued to bargain in good faith throughout the process. This included participation in mediation and agreement to engage a third-party Fact-Finder on unresolved issues of salary and health benefits.

President Warren stated that the Kent State administration was committed to moving forward in good faith. The leadership looks forward to shaping a positive future for Kent State University, and faculty members play a very key role in that process. President Warren said she was delighted to be at the point where she could see a way forward to a mutual agreement and she expressed optimism that an agreement would come to fruition with a positive vote by the union membership by the end of Friday.

President Warren continued by saying it was in that spirit of mutual agreement that the administration accepted the Fact-Finder's report. President Warren explained she wanted to see AAUP tenure-track faculty and the administration working together for a future that she believes holds promise for the prominence for Kent State University.

She said the administration values the contributions of the tenure-track faculty; they know that in the classrooms, laboratories and studios across the university, outstanding faculty members are delivering a great quality of education for students. President Warren said the administration is looking forward to moving together with the faculty and is delighted to begin the spring semester with a "Students First" philosophy.

She then turned the trustees' attention to the tentative agreement outlined in their handout, which would be made available to the media. President Warren noted that out of respect for the faculty voting process now underway, the administration would withhold further comment until the AAUP election on the contract is completed.

President Warren concluded by thanking the trustees for their support.

Vice Chair Pollock asked trustees if they had any questions or comments about the proposed agreement. There were no questions or comments. He presented the resolution below and asked for a motion to approve the resolution.

Resolution 2016-01

RATIFICATION OF THE COLLECTIVE BARGAINING AGREEMENT: KENT STATE UNIVERSITY AND THE TENURE-TRACK FACULTY UNIT OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS, KENT STATE CHAPTER

WHEREAS, under the provisions of Chapter 4117 of the *Ohio Revised Code*, Kent State University has maintained a collective bargaining relationship with its full-time tenure-track faculty since September 16, 1978; and

WHEREAS, the most recent three-year Collective Bargaining Agreement with the Tenure-Track Faculty Bargaining Unit, was ratified by the Board of Trustees on August 8, 2012; and

WHEREAS, negotiations for a new Collective Bargaining Agreement began on or about May 28, 2015, and concluded with the parties reaching tentative agreement on a successor agreement on January 18, 2016; and

WHEREAS, both parties indicated in a joint statement that they would present the tentative agreement for approval of their respective constituents this week; and

WHEREAS, a quorum of the Kent State University Board of Trustees has assembled today to consider the matter and an election now is underway of the eligible voting membership of the AAUP-KSU, which will conclude January 22, 2016; now, therefore,

BE IT RESOLVED that the Board of Trustees of Kent State University does hereby approve of and ratify the appended Collective Bargaining Agreement with the Tenure-Track Faculty Unit of the American Association of University Professors, Kent State Chapter, effective from August 19, 2015 until 11:59 p.m. on August 18, 2018.

ACTION: Trustee Colecchi moved, seconded by Trustee Della Ratta, that the resolution be approved. There were no objections. The motion passed unanimously.

Vice Chair Pollock thanked President Warren and her team for their hard work in putting together the agreement.

President Warren thanked the team for bargaining in good faith. She also thanked Provost Todd Diacon for leading the initiative.

ADJOURNMENT

With that, Vice Chair Pollock announced that the next Board of Trustees meeting would be held on Wednesday, March 9, 2016, in Cleveland.

On motion duly made and approved, the meeting was adjourned at 6:15 p.m.