



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

Mr. Eugene Enlow, Esq.

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December 20, 2010

Dear Trustee Enlow:

I am writing to correct the record on a number of issues discussed at the December 4, 2010 meeting of the Board of Trustees.

After my remarks to the Board, President Dawood Farahi attempted to extort further concessions from faculty and staff by claiming that the layoffs of 12 Professional Staff members of the KFT could be avoided if the KFT were to agree to forego the 3.5% pay increase scheduled for January 2011. Beyond how deeply offensive it is for the President to mock the sacrifices already made by all of our members, including those he has decided to layoff, Trustees should understand the following:

1. Farahi's proposal is tantamount to "direct dealing". Direct dealing is illegal. The KFT has no authority to reopen for negotiations the statewide contract under which we are covered and Farahi knows that. This is nothing more than a stunt designed to degrade and humiliate subordinates. **Does the Board really want to support the lawless behavior of the Farahi administration?**
2. AFT members statewide already voluntarily agreed to significant financial sacrifices in approving the givebacks in the Memorandum of Agreement in exchange for a 'no layoff pledge'. That the President would so casually disregard the intent of this agreement illustrates his scorn for Kean's employees and the students they serve.
3. KFT members agreed to sacrifice 7.5% of their salaries last academic year, which included 7 unpaid furlough days. Managers were only required to take 2 unpaid furlough days, and were allowed to use paid vacation days instead producing no savings for the university. **Is the Board aware of this glaringly inequitable treatment?**
4. The money saved by the MOA was supposed to be set aside to cover increased expenses for this fiscal year. Instead, the President spent it and makes Professional Staff members, among the universities most vulnerable employees, pay for his financial mismanagement with their jobs. **Is the Board ever going to hold this President accountable for his fiscal incompetence? Or is accountability only for the "little people"?**
5. The Farahi administration's mismanagement is exposed for all to see: none of our 8 sister institutions are laying off any employees. They have succeeded in preserving quality instruction and student services by finding savings in non-academic operations. And those institutions already spend a much higher percentage of their budgets on classroom instruction and student services. Academics are always the first cut and the last restored under this administration. No other institution places the education and services it offers its students as its lowest priority.

In times of adversity real leadership does not blame others or look to force sacrifice disproportionately onto already vulnerable subordinates. Real leadership leads by example, such as Ohio State University President E. Gordon Gee who donated his \$300,000 bonus for a student scholarship fund this year. Therefore, the KFT is calling on President Dawood Farahi to show some real leadership by cutting his own salary FIRST before laying off any low-paid staff. The President should:

- Return the \$160,000 bonus he received in fiscal year 2009
- Rescind the \$200,000 bonus approved by the Board in September 2009
- Take the additional 5 unpaid furlough days he did not sacrifice last year
- Take another 10 unpaid furlough days to model leadership by example
- Voluntarily give up all perks of the office
- Then he should apply similar cuts to upper-level administrators if necessary to avoid layoffs. **The President has the authority to make these cuts unilaterally.**

Further, the President should stop all non-essential, non-academic spending to avoid layoffs and cuts in student services. **By building gazebos and buying \$200,000 buses while at the same time laying off employees, the Board forfeits its credibility. Does this Board really want to be known as prioritizing gazebos over critical student services?**

There have not been layoffs at the 9 state colleges and universities in 25+ years. When Rowan University considered layoffs a few years ago, their Board forced the administration to find other savings and tap the surplus to maintain services. The fiscal year 2010 audit approved by the Board at the December 4th meeting shows the university ran a nearly \$14 million surplus last year. **So which is it? Is the University in a "fiscal crisis" or does it have a \$14 million surplus?** An analysis of the university's layoffs show that the total salary savings from the 12 Professional Staff layoffs this year will be \$301,642 because the layoffs don't take effect until two-thirds of the way through the academic year. [Benefits of course are fully paid for by the State.]

So is this what it comes down to? That the Board is willing to force 12 Professional Staff members into the unemployment lines in the middle of the worst recession since the Great Depression to save \$300,000 to protect a \$14 million surplus? This is morally indefensible even without considering the harmful effects on student services.

Members of the Board did express concern at the Saturday meeting about the discriminatory impact of the layoff decisions, and rightfully so. Of the 12 Professional Staff slated for layoff, 10 are women, 6 are African-American, 2 are Latina and several are among the longest serving staff members at the university. The percentages of these layoffs that are women, minorities and senior employees are wildly out of proportion to the presence of these protected groups among the Professional Staff generally. **Does the Board really want to be seen as supporting layoffs that are not only financially unnecessary but also discriminatory in impact?**

I also need to correct false data that was disseminated at the Board meeting about the Exceptional Educational Opportunity (EEO) Program at Kean. The President claimed that Kean has the highest ratio of EEO staff to students of all of our sister institutions. This is simply not true. Measured properly as the number of students per counselor, Kean has the worst caseload already at 160:1, a number that will increase with these layoffs. Typical caseloads at our sister institutions are about 120:1. See the attached table that makes the direct comparison.

With regard to the Intellectual Property Rights Policy approved at the December meeting, members of the Board should know that it is in violation of some of the terms in the currently existing policy in

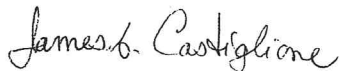
our Master Contract. Did the Farahi administration not advise the Board that this contractual language already existed? The new policy is simply a waste of time and money as it will require relitigating a settled matter that has been a part of our contract for over 7 years.

Lastly, the KFT has serious concerns about First Amendment violations that took place during the first part of the meeting. Campus police officers dressed in civilian clothing prevented faculty, staff and members of the public from distributing fliers or bringing placards saying "Support Student Services" to the meeting. Further, these citizens were actually threatened with arrest for engaging in these protected activities.

When will this Board stop turning a blind eye to the facts? The Farahi administration continues to ply the Board with faulty or false information, yet no one is held accountable. By contrast, not one of the facts publicly provided by the KFT has ever been disputed. **When will this Board of Trustees finally hold this administration accountable to obey the law, spend funds wisely, lead by example, provide the Board with the truth, and protect our core mission of quality classroom instruction and student services?** Faculty have already rendered their judgment when they voted 83% NO CONFIDENCE in the failed academic and financial leadership of President Dawood Farahi in a secret ballot conducted by the neutral American Arbitration Association.

Should any member of the Board wish to engage in a forthright discussion of any of the data and issues presented in this letter, I can be reached at (908) 623-6020.

Sincerely,



James A. Castiglione, Ph.D., President
Kean Federation of Teachers, Local 2187

Comparison of Layoffs and Student-to-Full Time Faculty Ratios

New Jersey's Nine 4-Year State Colleges & Universities

4-Year State College	Layoffs	Student:fulltime faculty ratio	Student:Pro Staff ratio
New Jersey City	0	35:1	63:1
Montclair	0	33:1	67:1
Ramapo	0	30:1	53:1
William Paterson	0	30:1	72:1
Richard Stockton	0	28:1	83:1
Rowan	0	28:1	68:1
College of New Jersey	0	20:1	64:1
Thomas Edison	0	N/A	N/A
Kean University	26	49:1*	85:1

* Up from 44:1 just last year

Comparison of EEO/EOF Student-to-Counselor Ratios

Data confirmed as of 12/10/10 by each institution's EOF program

NJ Institution	EOF PERSONNEL SIZE STATED BY KEAN ADMIN.	EOF PROGRAM CURRENT STUDENT POPULATION	ACADEMIC COUNSELING FULL-TIME STAFF	ACADEMIC COUNSELING PART-TIME STAFF	NUMBER OF STUDENTS PER FULLTIME ACADEMIC COUNSELOR
Kean Univ.	20	1110	7	0	159
The College Of New Jersey	6	357	3	0	119
New Jersey City University	10	553	5	1	105
Montclair State Univ.	11	750	6	1	115
Rowan U.					140*

* Rowan provided only the student-to-counselor ratio when contacted