



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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February 15, 2011

Dear Trustee Enlow:

In two weeks the draconian layoffs of twelve Professional Staff will become official. Soon, five CWA personnel will be laid off as well. These layoffs, the only layoffs occurring at any of our sister institutions, were initially justified on the basis of a “fiscal crisis”. Financial data received by the KFT in recent weeks now shows that this fiscal crisis does not exist, and in fact never existed, even at the time that the Farahi administration was using it as an excuse to layoff employees. Specifically, the Fiscal Year 2010 audit shows that the university ran a \$13.8 million surplus last year and a current financial statement recently provided to the KFT shows that the administration projects a surplus of over \$16 million for this fiscal year. By contrast, 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.]

Given these numbers, the KFT calls on the Board of Trustees to act immediately to rescind the layoffs for all twelve Professional Staff. The Board should also rescind the layoffs for the five affected CWA employees as those layoffs are just as unnecessary and nearly as disruptive to our students and academic programs as the Professional Staff layoffs.

Should the Board proceed with the layoffs – callously forcing these 12 Professional Staff members into the unemployment lines in the middle of the worst recession since the Great Depression to save a pitiable \$300,000 – this Board will forfeit its credibility. Any layoffs under the current fiscal conditions of excessive surpluses is morally reprehensible, even without considering the harmful effects on student services.

And the effects on students will be severe: a 50% cut in support for students in the Spanish Speaking Program, a big increase in the already worst-in-the-state student-to-counselor ratio in the EEO Program, and so on. Worse, the administration hasn’t a clue how to properly handle the staff cuts it plans, going so far as to suggest that graduate students could make up for the loss of critical student service staff through part-time work study jobs. Given the increasing enrollments and the admission of more under-prepared students to meet those enrollment goals, it is indefensible for the university to be cutting, instead of adding, support staff. Kean University students are paying even more and getting even less.

With the large number of unexpected retirements of both faculty and professional staff that have been announced these past few months – providing large savings for which the university did not budget – there is no reason to move ahead with any layoffs. Further, assertions that these layoffs are “difficult” decisions or taken as a “last resort” or that there is “no choice” are offensive given the fact of the enormous surpluses and the lack of any shared sacrifice by upper-level administrators. Indeed, that the President continues to keep his bonuses shows the insincerity of his position. In times of

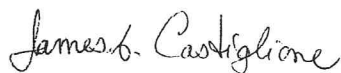
adversity real leadership does not blame others or look to force sacrifice disproportionately onto already vulnerable subordinates. Real leadership leads by example. Here are just a few ways that the President can do so:

- 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 **but that all KFT members did take**
- 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.**

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.

If the President will not lead, then the Board is obligated to exert its authority to do so. The Board has a fiduciary responsibility to the university, its students and employees, and citizens of the State of New Jersey to make sure the public funds of the taxpayers of New Jersey are spent wisely on classroom instruction and student support services. The Board of Trustees, by its very definition, is entrusted with the responsibility to oversee and protect the university and the students and public that it serves. To allow these layoffs and the associated cuts in students services to proceed would be an inexcusable violation of that trust.

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