

Special **Announcement**



Newsletter March 20, 2026

From the President's Desk:

Greetings Faculty! As we approach our spring break and collectively gather our strength for the final push to the end of the semester, I wanted to send out a few updates/comments.

- As merit (and soon the annual review) becomes more important due to SB1, a reminder that you are entitled to a **written review** from your chair in addition to the numerical merit scores.
- The president and provost have asked us all to generate ideas that will help with faculty morale and/or position support. The Academic Investment Committee was one such idea that we hope to continue each year. We have offered ideas of small travel grants to conferences, campus food vouchers (since we must purchase a certain amount of food from Aramark anyway), and parking subsidies. If you have any ideas (especially low-cost ideas), let us know and we will forward them!
- I am heavily supporting the Senate EC's efforts to push back on athletic spending. We have received the full Huron Consulting Group report, which was the last piece of detailed information before working toward an agreement on an athletic budget that won't draw on the UA reserves.
- I will let Toni Bisconti update you on any specifics of the contract pre-negotiations, but from my viewpoint, they are going well, especially compared to the last contract.

That is not to say that we are receiving everything we are asking for. It simply means we agree, in principle, to a lot of issues without involving outside attorneys.

- Finally, a huge thank you to the entire negotiating team for their efforts in working toward the best contract they can manage under less-than-ideal local, state, and national circumstances. Another huge thank you to our Executive Committee and faculty who spend time supporting our efforts. The bulk of our work is done by volunteers, and it does not go unnoticed!
- Don't forget to join us at the chapter meeting in April (4/14, 1-2:30). You should have received notice and an invitation within the last week or two.

Please all enjoy a little time during our break, and we will see you in April!

In solidarity,

Brian

Akron-AAUP President

From the Negotiating Committee: Toni Bisconti, chief negotiator.

Hi folks! I'm sorry I haven't kept you updated quite as often as I should. To be honest, we've been in a holding pattern for almost a month regarding compensation. It's obviously one of the most important parts of the CBA for the Chapter, and we don't want to miscommunicate anything. We do not have a proposal to share, but we do have a short [Toni's Take](#) that Ed Evans and I created where we share as much information as possible. I appreciate your patience. I will update you as soon as there is new information. Feel free to reach out directly. I may be slow getting back to you, but I promise I'll get to you as soon as I can.

Oh, one last thing. I tend to name my Teams' meetings something fun or comical and you'll see that in action at the beginning of the video. Enjoy ;)

(In case the link isn't working, you can paste this address into your browser
<https://www.youtube.com/watch?v=X1tXMYMuDJo&authuser=1>)

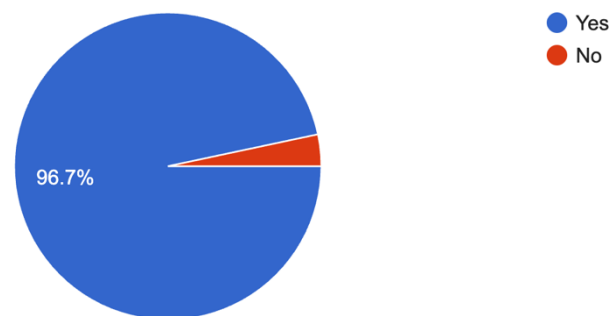
NTT Survey Results (2/17/2026)

Compiled by: Evi Gorogianni, Jess Otto, Rachele Kappler

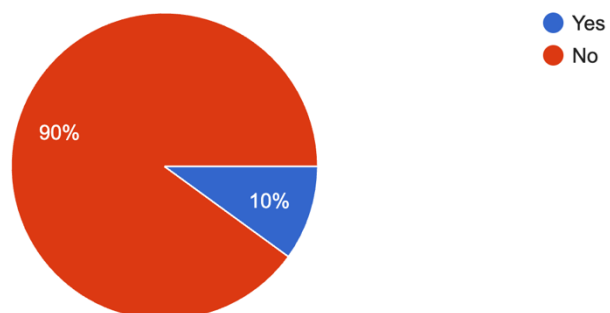
In the middle of March, Akron-AAUP conducted a survey directed mostly to NTTs. Even though the response rate was not great (30 responses), the issues that colleagues brought up are representative of NTT struggles and concerns. This is an important issue to the Executive Committee of Akron-AAUP and our membership, since, in the last decade, the numbers of NTT colleagues have increased rapidly, now accounting for more than 30% of the faculty. Thank you to all those who participated, and if there are concerns or issues we have missed, please reach out to us! We want to hear your concerns.

On the whole, we were heartened by the responses to several of our questions, pointing to a general environment of respect and collaboration between chairs/directors and their NTT faculty.

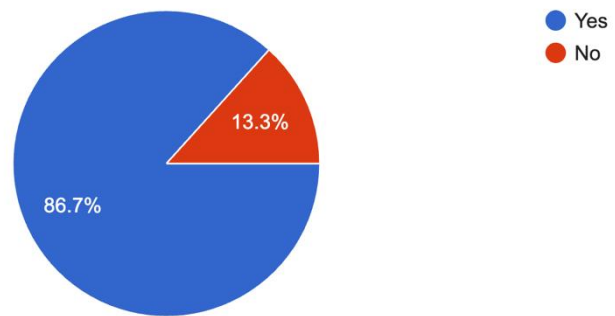
"Do you get to teach classes in your field of expertise?"



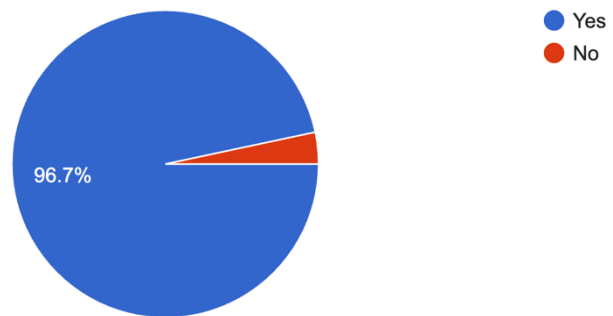
"Have you been asked or told in the last 5 years to teach classes outside your area of expertise?"



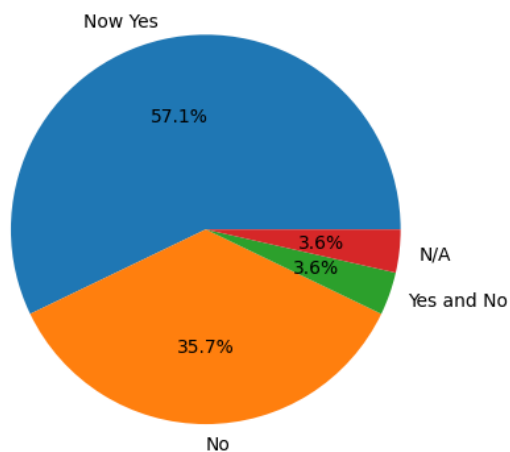
“Do you feel comfortable raising concerns or sharing new ideas with colleagues or administrators?”



“Do you think your chair welcomes your feedback and values it when offered?”



The results of the survey showed that in other respects things are a bit more complicated.



To the question *“Is your workload reasonable for the hours you are expected to work? If no, in what way?”*, most of our colleagues replied that their workload is reasonable with a qualifier “Now”, which again points to the widespread concerns among NTT faculty over workload changes discussed this academic year in response to SB1. Some of our colleagues (36%) reported that their workload is not reasonable (presently) using phrases like “Undefined/non-defined/voluntary service load” and “Lower level or introductory classes and grading” to describe their challenges to their work-life balance.

In response to the question *“What are the top three specific challenges that you face in the performance of your job?”*, not surprisingly, workload concerns (no. 1 concern in over 50% responses) were at the top of our minds, especially around service counting, unclear service expectations, and increasing demands. In some parts of the university, variability in class size from semester-to-semester and student support are nearly as significant as

workload. Compensation is proportionally slightly less dominant than structural workload concerns.

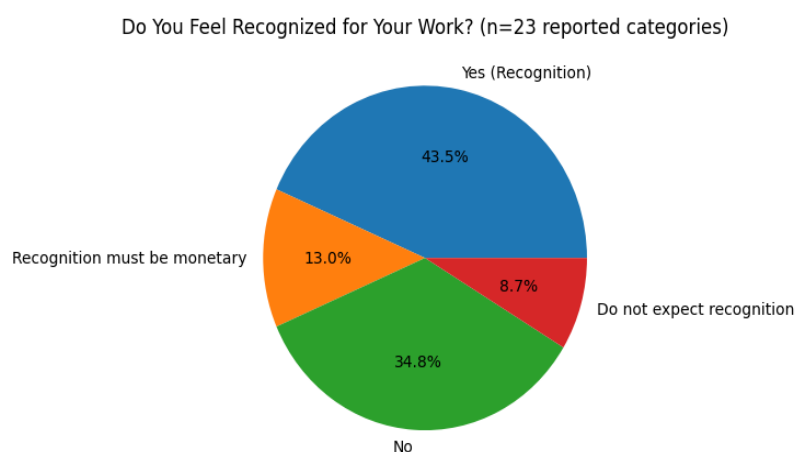
Here are some additional less frequent challenges that were brought up by our colleagues in response to the same question:

- Structural Precarity (job security, SB1, 2025 retrenchment)
- Workload Misrecognition (service not counted, labs undervalued, admin labor invisible or miscounted)
- Compensation Inequity, especially for NTT colleagues with 15 or more years of service
- Pedagogical Constraint (large classes, student prep, AI, accessibility)
- Institutional Disinvestment & Cultural Marginalization (tech failures reflecting badly on instructors, second-class status, lack of voice)

The themes of the previous question were repeated in the response to “*What are the top three specific changes that would improve your job experience?*” albeit in different hierarchical order.

- Technology & IT Improvements – in ca. 50% of responses (Wi-Fi reliability, classroom technology, IT infrastructure, building conditions, support for learning new tech and accessibility)
- Workload & Service Equity (Misaligned and unrecognized)
- Pay & Compensation

Recognition of efforts and accomplishments seemed to be an equally mixed bag in response to the question “*Do you receive appropriate recognition for your contributions? If not, what structural barriers prevent this?*” The responses were somewhat more varied, but still encouraging, showing that ca. 44% of the respondents feel recognized for their work, while in the rest of the responses, colleagues



again brought up inequities
in service and research.