

Testimony of Karla Anhalt, Ph.D.  
Before the House Higher Education Committee  
Representative Tom Young, Chair  
May 15, 2023, 2023

Chair Young, Ranking Member Miller, and Members of the House Higher Education Committee: My name is Karla Anhalt, Ph.D. and I am a professor of School Psychology at Kent State University, where I have taught for 19 years. I do not represent Kent State University, but rather am submitting testimony as a private citizen in opposition to House Bill 151.

**I am deeply and terribly concerned about House Bill 151 overall and urge you to vote no and prevent it from moving forward in the legislature. Some specific concerns include:**

The revised bill is an **existential threat to the collective bargaining rights of faculty:**

- It would rob faculty unions of the right to strike.
- It would eliminate the right to collectively bargain important terms and conditions of faculty employment including: annual performance review of full-time faculty (which would now be mandatory for all full-time faculty), tenure, post tenure review (which would now be required in certain circumstances), and retrenchment.
- It would render completely moot the Retrenchment Article of the TT CBA.
- It would render completely moot much if not all of the language regarding performance reviews in Article X of the FTNTT CBA.
- In these regards, it resembles 2011's infamous SB 5 that was ultimately repealed in a citizens veto referendum.
- The mandate to revise workload, unilaterally imposed by the State, would be the single most radical change in the terms and conditions of employment of Kent State's tenured and tenure-track faculty in over fifty years.

Although the bill styles itself as a bill promoting free speech and intellectual diversity, it contains provisions that would **explicitly censor the University's speech**.

- The bill would explicitly prohibit a university from opposing systematic racism, sexism, and/or discrimination based on LGBTQ+ status;
- It would explicitly prohibit a university from endorsing the notion of allyship, social justice, diversity, equity, or inclusion;
- It would explicitly prohibit a university from endorsing any climate policies, or even the idea of a sustainable future;

The bill would have a **chilling effect on the academic freedom of faculty**.

- Of particular concern are provisions requiring that the detailed syllabi created by faculty for each of their classes be posted in a searchable format on the University's website in a way that is accessible to the public without any sort of sign-in or registration.