

Testimony of Karla Anhalt, Ph.D.
Before the Senate Workforce and Higher Education Committee
Senator Jerry Cirino, Chair
May 15, 2023, 2023

Chair Cirino, Vice Chair Rulli, Ranking Member Ingram, and Members of the Workforce and 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 Senate Bill 83.

I am deeply and terribly concerned about SB 83 and SUB SB 83 overall. 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.
- The inclusion of the new **Sec. 3345.455** (lines 1163-1173) into the ORC creates the framework for excluding more and more aspects of the terms of conditions of employment of faculty from collective bargaining over time.
- In these regards, it resembles 2011's infamous SB 5 that was ultimately repealed in a citizens veto referendum.

The Sub-section (D.1.b of Sec. 3345.45) on workload policies (lines 1016-1024) has been revised in such a way that it would **increase the workload of Kent State's full-time tenured and tenure-track faculty on 9 month appointments by 25%!**

- This mandate, 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 (even in the substitute version) that would **explicitly censor the University's speech**. (lines 744-748, 752, 754, and 795-797).

- 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;

Although substitute SB 83 contains a provision (lines 892-895) that makes clear that it would not violate the law for a faculty expert to present content that involved a controversial belief or policy, specified concepts, or specified ideologies, the bill would still 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 (see lines 656-699).