

AAUP

NEWS

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June 26 bargaining session is “productive,” but administration proposes changes to RIF process

Faculty Bargaining Team members described the negotiation session held June 26 as “cordial and productive,” but expressed concern about an administration proposal to change the language in the current contract that describes the processes for layoffs in a case of financial exigency.

Faculty Chief Negotiator John Battistone said the June 26 bargaining session lasted several hours, and focused on portions of the contract that deal with non-economic issues.

John said the teams reached tentative agreement in several areas, including some changes to the Grievance article that will speed grievance processing.

John also said significant progress was made in dealing with issues covered in Article III, which describes the relationship between the AAUP and the College administration.

Faculty team members said the administration proposed significant changes to contract Article XI(D), “Reduction in Force.” This section of the contract describes the procedures that would be used to reduce staffing in case of financial exigency or elimination of a program.

Faculty team member Ken Stoll said the administration’s proposal would essentially remove all of the protections the current contract article includes for individuals and for programs.

“We told the administration team that we didn’t think faculty would be willing to accept contract language that would allow the administration to eliminate programs overnight, with no notice, and would remove protections for individual faculty, too,” Ken said.

Chapter president Pam Ecker noted that the administration’s concerns about program costs were expressed in more than one venue during the past week.

“At the Board meeting on June 25, President Wright asked the Faculty Senate to help the administration develop measures of ‘cost efficiency’ for academic programs,” Pam said. (See related article on p. 3.)

“Then the next day, in bargaining, the administration proposed big changes in the way they want to deal with programs they consider ‘unnecessary,’” Pam continued. “It makes you wonder what they really want to accomplish.”

Future bargaining sessions are scheduled for Monday, July 1, and Monday, July 8. Faculty team members said anticipated topics for these sessions include tenure, professional development, health benefits, and possibly governance and workload.

**For the latest bargaining news,
call the
Cincinnati State AAUP Hotline**

**(local) 513-981-7369
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New SEIU contract keeps health benefits & adds other gains

District 1199, SEIU, the union that represents technical, clerical, and professional personnel at Cincinnati State, reached agreement on a new contract during the fact-finding session on June 19. A bargaining session on June 18 had failed to produce agreement, but with the fact-finder acting as a mediator, an agreement was reached. The contract expiration date was June 30.

The new contract will be in effect for 23 months, and will expire at midnight of the day before the start of the Early Fall Term in 2004.

Members of SEIU voted to approve the proposed contract at a meeting held June 20, the day of the College Commencement ceremony. The College Board of Trustees members approved the contract at the June 26 Board meeting.

Addressing the Board, SEIU President Paula Harnist said that many members of Cincin-

nati State SEIU are also graduates of the College, and that the new contract "shows how the administration wants our graduates to be treated."

According to Paula, an important achievement of the new contract is maintaining health benefits with no additional contributions to the bi-weekly premium by the SEIU members. Under the SEIU agreement, all health benefits will be provided through Anthem rather than Choice Care.

Human Resources Director Gene Breyer told the Board of Trustees that the SEIU change to Anthem will reduce costs for the College. Mr. Breyer said the cost of maintaining Choice Care would have been about 26 percent higher, but changing to Anthem makes the total cost increase only about 11 percent higher than last year.

Paula said another important gain for SEIU members is that for the first time, longevity

raises will be added to the employee's base salary. Paula said this change will help address salary equity issues in the SEIU unit.

"We have some new employees who are making the same salary as those who are 20-year veterans," Paula said. "Adding the seniority raises to the base salary is a way to start confronting that problem."

The new contract provides across-the-board raises of 4 percent a year for the next two years. The raise negotiated in the following contract will be retroactive to July 1, 2004.

Paula said the new contract was achieved because of the good work of the union members over several years to "take control of our own destinies," along with support from the regional office of SEIU.

"This is one scrappy group," Paula said. "We organized like never before."

Grievance over "interim program chair" position is resolved

The grievance filed by the Cincinnati State AAUP concerning a faculty member who was unilaterally appointed without using the contractual hiring process, and also excluded from the AAUP bargaining unit, has been resolved.

According to Chapter Grievance Officer John Battistone, the administration offered a proposal for resolving the situation which addressed AAUP's concerns. The proposal was approved by the AAUP Executive Committee, and was signed by representatives of the AAUP and the administration during the negotiation session on June 26.

The position in question is the Program Chair for the new

Diagnostic Medical Sonography (DMS) program in the Health Technologies Division.

According to John, the administration will revise its agreement with the Health Alliance of Greater Cincinnati, which provides some funding for the DMS program, so that the funding is not specifically related to the Program Chair position. This will remove concerns about whether the position is "soft money" funded.

The Program Chair position will be posted internally and clearly identified as an AAUP Unit 1 faculty position.

If the faculty member currently holding the Interim Program Chair position is the

only qualified candidate who applies, it is agreed that the rest of the hiring process will be waived.

"The AAUP Executive Committee is very pleased that we were able to work with the administration to gain a satisfactory resolution to this situation," said chapter president Pam Ecker.

"For a while we weren't sure what would happen," Pam added. "When the administration was telling us they didn't think this issue was arbitrable, we thought we might end up in court on behalf of a faculty member."

"It's good to have achieved a positive ending," Pam said.

President Wright responds to Faculty Senate's recommendations for 2003 College budget

Editor's note: On May 28, the College Board of Trustees received the Faculty Senate's recommendations for the College Budget for Fiscal Year 2003 (which begins July 1, 2002). The full text of the Senate's recommendations was published in the *AAUP News* on May 30, 2002, and is available on the Web at www.cinstataaap.org.

At the Board meeting on June 26, President Wright distributed copies of the following text. President Wright also told the Board members that a proposed budget for 2003 will be presented at the Board's next meeting, on July 25.

The Senate does not meet regularly in Summer Term, and has not yet discussed the President's response.

Administrative Response to 2003 Faculty Budget Process Recommendations

Introduction

Within a "learning organization," collective input by affected parties generally improves outcomes and strengthens results. The administration appreciates the ideas of the Faculty Senate and others who took the time to share their constructive thoughts, feelings and concerns regarding the 2003 College budget. We believe that these efforts will move us forward.

The College Administration offers the following response to the proposed budget recommendations. Furthermore, we request assistance from the Faculty Senate in moving the College toward continued fiscal

responsibility and academic integrity during a time when State resources lag behind local demand.

Specific Responses

We recommend that Corporate and Community Services (CCS) be held accountable for achieving at a minimum a 10% profit.

- We agree that the Corporate and Community Services department must remain fiscally sound by meeting the modest standard of 10% profitability. We agree that revenues must exceed total operating expenses when a reasonable standard of acceptable accounting principles (costs versus revenue) applies across all cost centers.

In particular, the guiding principle for the viability of CCS must be "actual" not "projected" return on investment (ROI). We commit to examining CCS costs versus benefits and resolve to keep the program within the suggested 10% profitability guideline by the close of the 2003 budget year.

We recommend that the College decrease the disproportionate amount of resources spent on athletic programs that benefit only a few students. To help achieve this goal the College should step down from Division I status in the National Junior Collegiate Athletic Association (NJCAA).

- We challenge the idea of stepping down from Division I (NJCAA) athletic competition because our active participation in upper level sports seems fiscally unbalanced given the modest number of students

(approximately 100) receiving direct benefit from our involvement. One aim of a "comprehensive community college" is the provision of broad-based student activities that include an array of programs and activities that include athletic competition.

The College cut out two athletic teams at the start of the 2001-02 academic year. However, we commit to continue to carefully examine constructive ways to trim back the current athletic budget without diminishing the quality of our regionally and, in few cases, nationally recognized sports teams. We will continue to be in compliance with Title IX and gender equity.

We recommend that the College decrease the ratio of adjunct-to- full-time faculty, particularly in departments and programs where the use of adjunct faculty is extreme and the proportion of courses delivered by adjuncts exceeds national averages or professional organization standards.

- We also struggle with the conundrum of adjunct versus full-time faculty in some academic departments. This tenuous ratio, however, relates more closely to the quality of instruction and the strength of student preparation than to the classification of the instructor. Absence of documented evidence that adjunct-led classes are somehow inferior or that students from those classes are less capable of continued study. Budget costs dictate continued use of adjuncts as a viable part of our

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teaching and learning delivery system. However, we commit to studying ways of increasing the number of full-time teacher hours in the classroom and reducing our reliance on adjunct instruction throughout the College.

We recommend that the College increase its support of evening and weekend students.

• We embrace the idea of increasing support for evening and weekend students. Planning teams facilitated by key administrators currently share this goal. We commit to have in place a collaboratively sanctioned implementation proposal by the close of the 2003 budget year.

We recommend that the College continue its investment in improved hardware and software to support teaching and learning.

We recommend that the College support improvements in use of technology-assisted teaching and increased distributive educational opportunities by filling the previously approved faculty position of Instructional Designer as soon as possible.

We fully acknowledge your ideas regarding a strengthened investment in improved hardware and software to support leading-edge teaching and learning initiatives. We further support the idea of enhancing technology-assisted teaching and increased distance learning strategies for students. However, rather than constructing concrete staffing remedies, we suggest allowing some time to digest recommendations stemming from the Blackwell study

before moving ahead with elaborate technology refurbishing plans. We commit to devising and implementing a long-term collaboratively sanctioned information-technology strategy before the first quarter of the 2003 budget year.

We recommend that the College immediately fill the position of Registrar.

• We recognize your desire for a College registrar. We too understand the importance of the College's processes concerning academic record keeping. However, a single remedy unduly restricts the range of possible solutions available. We commit to devising a more than adequate solution to this and related issues by the second quarter of the 2003 budget year.

We recommend that the College support an appropriate variety of professional development activities for all faculty.

• We strongly uphold the need for professional training and retraining of faculty, staff and administrators. We accept training as the cornerstone of building a strong learning organization. Although we believe that professional development aligned with institutional goals remains the prerogative of the College administration, we commit to devising a broad-based collaborative development program by the first quarter of the 2003 budget year.

Specific Requests For Help

As we move steadily toward a goal of becoming stronger collegial partners, we hope the Faculty Senate recognizes not only where we may differ but also areas where we share mutual responsibility. We offer the following suggestions as a guiding idea for the 2003 academic year. These requests are open pleas for your assistance in helping the administration secure continued College funding, ensure our academic integrity and further bolster our reputation in the community as a premiere provider of educational services.

1. CCS enjoys the uniqueness of providing flexibility, customization and responsiveness in meeting corporate and community demands for education and training. We need your help in bridging the distinctiveness of CCS with the richly deserved academic integrity of current academic programs and divisions. Our goal administratively is to bring CCS closer in line with acceptable divisional standards and practices without watering down quality or destroying the potential to generate much needed College revenues. These qualities of academic integrity and corporate responsiveness are not mutually exclusive. However, to make this formula work—we need your help.

2. Continuous improvement values measurement and analysis as a means of gauging the relative effectiveness of programs and processes. As the State budget tightens, a major initiative for colleges will also involve accurately measuring program costs. By the conclu-

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sion of the 2003 fiscal year, we want to establish a set of program cost protocols that help us determine the true expense of all academic programs. However, in order to determine a set of reasonable indices—we need your help. Knowing more exact program costs will serve us better in our planning initiatives and help guide future teaching and learning initiatives.

3. Earlier this year you proposed that we rethink the academic calendar—when classes begin and when the academic year ends. You presented arguments about course continuity and not having to start and stop classes before and after the holiday season. We want to continue that dialogue and settle on a revised calendar (start and end time) by the second quarter in the fiscal year. We need your help to make this happen smoothly.

4. Cincinnati State enjoys a stellar reputation. State, county and local groups speak highly of our achievements and further

realize that we are an active solution to regional issues like literacy, economic revitalization and workforce development. Because of our emerging prominence as a key resource, curious onlookers watch carefully what is happening on our campus.

Equally important is the College's contractual relationship with OBR. Our contract (explicit and implied) details a specified number of class contact hours per course credit hour granted. According to OBR standards, the failure of the College to meet the requirements of the contract may result in the forfeiture of OBR subsidy and/or other fiscal or punitive sanctions. In addition, allowing students into a class after the 14th day reporting date also discredits our opportunity for subsidy reimbursement.

We need your help reminding faculty and others of the fiscal implications of all contracts that guide our relationships with OBR and other governmental (support) agencies.

5. Teaching is the heart of our core business and quality instructors set us apart from other colleges with missions that emphasize research and publications. Over the last several years, a relatively few teachers have benefited from off campus staff development activities. Less senior faculty, with perhaps a greater need for training, appear less likely to attend discipline meetings or to establish professional contacts with their two-year colleagues outside the College.

We need your help in broadening the horizons of new faculty members (five or less years of service). In this budget year, we hope to add parity to staff development and travel by allowing more classroom teachers a greater variety of enrichment experiences. We are asking for your help so that the new teachers coming up through the ranks will be as polished and skilled as those who preceded them.

We hope you will join us in honoring these modest requests.

New Faculty Senators elected & new Senate standing committee on Professional Development formed

Faculty Senate elections were held in three divisions during Spring Term.

George Armstrong was re-elected as the representative for the Engineering Technologies Division.

Ron Craig was elected to represent the Humanities Division and Mary Frey was elected to represent the Sciences Division.

Continuing as members of the Senate are Paul Callahan (Business Technologies), Jeri Hancox (Health Technologies), Bob

McLain (Senator at Large), Diane Stump (Library & Counseling), and Don Youngpeter (Information Technologies).

The AAUP President is also an *ex officio* member of the Faculty Senate.

The Senate officers are elected by the members of the Senate, at a meeting in Early Fall.

At the end of the Spring Term, the Senate voted to establish an additional standing committee on Professional Development. Committee membership will be determined in Early Fall. The

new committee will include a liaison to the Senate's standing Peer Mentoring Committee, which is currently chaired by Jan Hoeweler.

Other standing committees of the Senate are Academic Policies and Curriculum (APCC), currently chaired by Marc Baskind; Academic Technology (ATC), currently co-chaired by Geoff Woolf and Peggy Lepley; Cooperative Education, currently chaired by Maggie Davis; and Scholarship and Student Honors, currently chaired by Joyce Rimlinger.

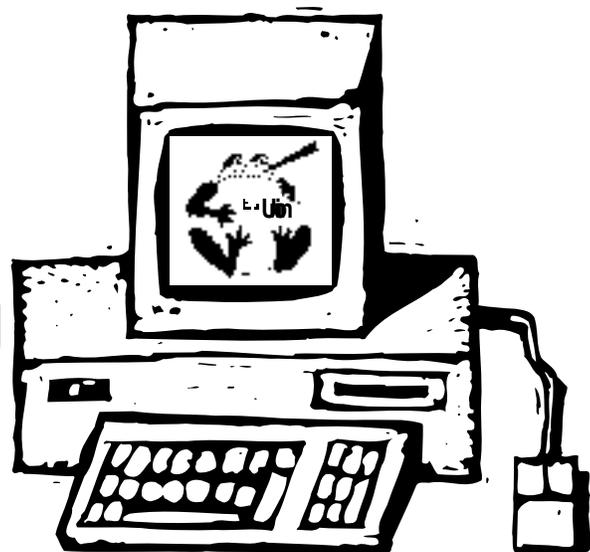
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