

# AAUP

# NEWS

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## Presidential Evaluation results now available

The report on this year's Employee Evaluation of the College President, prepared by the independent research organization RDI Marketing Services, will be available beginning Monday, July 7, on the Cincinnati State AAUP website. The address for the site is [www.cinstataaup.org](http://www.cinstataaup.org).

A total of 193 of 422 eligible full-time employees participated in the evaluation, representing a 46 percent return rate.

Of the 193 completed surveys, 106 were from faculty (55 percent of the total participants), 27 were from administrators (14 percent of the participants), and 53 were from staff (27 percent of the participants). Seven participants did not report their group.

Although the Cincinnati State AAUP Chapter funded the cost of preparing the report, all activities related to distributing surveys, collecting surveys, and analyzing results were conducted independently by RDI Marketing Services.

The survey instrument used this year was identical to the instrument used in 1999 and 2000, when the College Board of Trustees employed RDI Marketing Services to conduct

an Employee Evaluation of the President. This year's report includes comparisons to the 1999 and 2000 results.

AAUP Chapter President Pam Ecker said a copy of the report was given to President Wright, and copies were mailed to each member of the College Board of Trustees.

Pam said, "We hope the data in the RDI report will be helpful to the President as he strives to improve his performance, and helpful to the members of the Board as they continue to evaluate the President's performance."

At the May 2003 meeting of the College Board of Trustees, Board Chairman John Steele said that the Board had completed a performance appraisal of President Wright. Mr. Steele said the Board members appreciate the excellent job President Wright is doing and have a great deal of confidence in him.

The Board members also voted at the May meeting to give President Wright a 4 percent pay increase retroactive to September 2002 and a 1 percent

increase beginning in September 2003.

Pam said a copy of the RDI report also was given to Faculty Senate President Diane Stump.

In May, the Faculty Senate informed the Board of Trustees that starting in Fall 2003, the Senate will conduct research and then select and administer a reliable assessment instrument for faculty input for the Board's evaluation of the College President. The Senate will report the results to the Board annually, beginning in the 2003-2004 academic year.

Faculty participation in the evaluation of the College President is required by the Faculty Collective Bargaining Agreement.

Mr. Steele asked the Faculty Senate in April 2003 to provide faculty input for the Board's evaluation of President Wright, giving the Senate approximately 14 days to complete this activity and report the results. At the April 22 Board of Trustees meeting, Mr. Steele told Senate President Stump that the information that had been provided by the Senate was "not credible."

# President Wright tells Faculty Senate that FY 2004 budget will make the College “a very different place”

President Wright has told the College Board of Trustees and the Faculty Senate that the College “will be a very different place” in the next academic year as a result of changes in the administration’s approach to developing an operating budget.

President Wright discussed budget concerns during the “President’s Report” portion of the June 24 Board meeting. On June 25, the President discussed the College budget with the members of the Faculty Senate.

President Wright said he expects to present a budget at the Board meeting scheduled for July 22. He will also meet again with the Faculty Senate to discuss the budget, probably on July 16.

According to Faculty Senate President Diane Stump, President Wright said that the “budget summit” sessions held in June resulted in a requested operating budget of \$45,180,792 for Fiscal Year 2004.

The President said the total available funds for the operating

budget are \$43,348, 515. This number is based on an estimated 3.5 percent growth in enrollment, and includes the likely revenue from tuition, fees, and projected state subsidy.

Diane said that President Wright told the Board and the Senate that the \$1.8 million gap between budget requests and estimated revenues would be closed by asking all budget managers to re-examine their budget requests and to set priorities.

According to Diane, the President said that the administration would reduce costs by “not doing things we don’t have to do, because they’re not in the contract.” As an example, the President said that fewer special project workload units should be assigned to faculty members.

“The President said that he wants to see more faculty members spending more time in the classroom, rather than doing other tasks that receive special project units,” Diane said. “The

President said he thought there are many things being done by faculty that could be done by paraprofessionals.”

“President Wright also said that he would be examining non-academic College expenses closely,” Diane continued. “He told the Senate ‘I think fat is everywhere in the budget requests, but everyone disagrees with me because everyone has always worked here.’”

Diane said that the Senate asked President Wright if tuition increases were being considered.

“Some Senators advocated that the President and the Board should consider implementing a series of small tuition increases, spread over time, rather than waiting for an emergency that would require a large increase,” Diane said.

According to Diane, the President responded by saying he did not think tuition increases should be considered until the budget has ‘cut out all the fat and is cutting into the bone.’”

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