

AAUP

NEWS

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FACT to consider a wide range of hiring-related concerns

The Faculty Administration Communication Team (FACT) met Nov. 22 to begin consideration of possible changes to Cincinnati State hiring processes.

FACT is a contractually-established standing committee that has been in existence since the first Faculty contract was signed in 1990. Six members are appointed by the AAUP and six by the College President.

Article VI(E)(4) of the current Collective Bargaining Agreement states that FACT is assigned to "recommend possible improvements in hiring processes by the end of Spring

Term 2003."

The faculty FACT members are John Battistone (co-chair), Debbie Bogenschutz, Maggie Davis, Pam Ecker, Marcha Hunley, and Ken Stoll.

According to John Battistone, the FACT mandate to recommend improvements in hiring is the result of discussion at the bargaining table this past summer.

"The faculty made several proposals for changes in the processes for selection and appointment of faculty members and some academic administrators," John said.

"We didn't reach agreement on all of those proposals, but we did agree that it would be beneficial to extend the discussion and

see FACT discusses hiring /2

Froggie Forum "snowed out" and will be rescheduled.

The AAUP-sponsored Forum on Hiring Concerns, scheduled for Thursday, Dec. 12, has been postponed to avoid conflict with some events which were moved because of last week's bad weather. The Forum on Hiring will be rescheduled to take place after the start of the new year.

Administrators on FACT are Dr. Carolyn Anderson, Gene Breyer (co-chair), Sharon Davis, Paul DeNu, Dr. Monica Posey, and Bill Rollins.

AAUP Executive Committee elections completed

Cincinnati State AAUP Executive Committee elections concluded Dec. 4. The newly-elected officers are:

Vice President:
Joyce Rimlinger

Secretary: Geoff Woolf

Member-at-Large: Ron Craig

These officers will begin their terms at this week's meeting of

the AAUP Executive Committee.

Chapter President Pam Ecker said that more than two-thirds of the 166 AAUP chapter members cast ballots in the officer elections.

"It was great that we had a large number of chapter members willing to serve as officers, and also had

widespread participation in the voting process," Pam said.

Pam added that Cindy Kief will be stepping down from the AAUP Executive Committee after serving two terms as Member-at-Large.

"We very much appreciate the contributions Cindy has made to the Exec over the past four years," Pam said.

FACT discusses hiring/ continued from 1

make it part of the FACT agenda," John said.

John said that at the FACT meeting on Nov. 22, Human Resources Director Gene Breyer proposed expanding the FACT discussion to include representatives of other employee groups.

"Mr. Breyer pointed out that activities such as the Workflow Dynamics study conducted last year show that there are many concerns about hiring processes at the College. Faculty, staff, and administrators are all interested in establishing hiring processes that are consistent, efficient, and effective," John said.

"The AAUP supported Mr. Breyer's request that we expand the FACT agenda and include more participants, so we can make recommendations that will benefit the entire College."

John said the next FACT meeting, scheduled for January 9, will include SEIU representatives. A staff member from Workflow Dynamics also is expected to attend the Jan. 9

meeting to review the hiring-related information that was gained and the problems that were identified during that quality improvement activity.

According to AAUP chapter president Pam Ecker, the FACT goal of improving hiring processes also has been endorsed by President Wright.

Pam said that at the Dec. 3 meeting of the President's Cabinet, Mr. Breyer reported on FACT activities. According to Pam, Dr. Wright then said that

making improvements to hiring processes is one of the most important tasks the College needs to accomplish.

"Dr. Wright told the Cabinet we need to 'get hiring fixed' so that Cincinnati State can consistently attract the best candidates for every open position, and not let good people get away because our hiring processes are slow or inefficient," Pam said.

Pam added, "Dr. Wright said that to make hiring better, all constituent groups 'might have to give as well as get.'"

Announcements/Reminders for AAUP Unit 1 Faculty

- **For reasons outside the control of the AAUP Executive Committee, distribution of printed copies of the Faculty Unit 1 Collective Bargaining Agreement, 2002-2005, has been delayed. We hope to resolve the remaining problems quickly. Meanwhile, the complete Agreement is available online at the Cincinnati State AAUP chapter website www.cinstataaup.org/contract.html.**
- **Friday, Dec. 13, is this year's deadline for members of Faculty Unit 1 to submit proposals to HR Director Gene Breyer for salary equity adjustments, as described in contract Article VII (F). The next opportunity for faculty members to submit equity adjustment proposals will occur during the 2003-04 academic year.**

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