

AAUP

NEWS

Volume XV No. 1 Oct. 29, 2003

AAUP Unit 2 contract to be re-negotiated

The Cincinnati State AAUP Unit 2 contract expires in December, and the AAUP Executive Committee expects negotiations for a new contract to begin soon.

AAUP Chapter President Pam Ecker said that a meeting of Unit 2 members and the AAUP Executive Committee will take place soon to discuss issues of concern to Unit 2 members.

AAUP Unit 2 consists of seven faculty members. Five are associated with the Enrollment and Student Services area, and two are associated with the Health Technologies Division.

All seven of the Unit 2 faculty members provide academic advising to Cincinnati State students. Most have offices located within the academic divisions, where they work side-by-side with faculty Unit 1 colleagues.

The primary difference between the two units is that members of AAUP Unit 2 do not have a term off. Instead, they work a twelve-month schedule, with 20 vacation days per year.

"The faculty members in AAUP Unit 2 do work that is identical to the work done by some advisors and counselors in

AAUP Unit 1," Pam said.

"This group of seven faculty members is treated differently by the administration because their positions are allegedly dependent on funding from grants," Pam said.

"The administration has maintained this claim for many years, even though all but two of the Unit 2 members have been at the College for three years or more," Pam added. "In fact, three of these faculty members have served the College for 7 years, 9 years, and 15 years, respectively."

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Faculty Senate & AAUP host new faculty orientation

The Faculty Senate and the AAUP co-sponsored an orientation program for new faculty members on Oct. 28. All full-time faculty members hired within the past two years were invited to attend.

Faculty Senate President Diane Stump introduced members of the Senate, and explained the Senate committee structure including elected, appointed, and *ad hoc* committees. Diane also described other Senate-sponsored activities and

encouraged new faculty to participate in these activities.

Jan Hoeweler, on behalf of the Peer Mentoring Committee, gave an overview of the mentoring process. Additional information about mentoring will be distributed to new faculty members soon.

AAUP Chapter President introduced chapter officers, briefly described local chapter history and activities, and briefly reviewed the components of the Faculty Contract.

Chapter Grievance Officer John Battistone discussed the contract articles on compensation, workload, electronically purveyed methods of instruction, and the grievance procedures.

The orientation program will be repeated later this year for those who were not able to attend the Oct. 28 session. The PowerPoint slides from the program will be available soon at the AAUP Chapter Web site, www.cinstateaaup.org.

Call for nominations: Candidates sought for three chapter offices

The AAUP Executive Committee is announcing a call for nominations of candidates for three Chapter offices:

- President
- Treasurer
- Membership Chair.

Each elected officer will serve a two-year term which will end October 31, 2005.

Any Chapter member in

good standing is eligible to be a candidate for office.

Nominations must be in writing and must be sent to the AAUP Mailbox in the College mailroom, or submitted to Chapter President Pam Ecker.

The deadline for nominations is 4 p.m., Tuesday, Nov. 11.

In accordance with the AAUP *Constitution and Bylaws*, the AAUP Executive

Committee will seek assurance that all nominees for office are willing to serve if elected.

Chapter officer elections will take place by secret ballot, after the close of the nomination period.

Any Chapter member with questions about duties of officers or about election procedures should get in touch with Pam Ecker or Joyce Rimlinger.

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“The existence of Unit 2 is a holdover of administrative attitudes that go back to 1988, when administrators and board members tried to stop Cincinnati State faculty from forming a union by claiming that some faculty members were ‘different from their peers,” Pam said. “Administrators claimed that the difference was based on funding sources.”

“Over the years, as we have negotiated five contracts for Unit 1 and two contracts for Unit 2, it has become clear that the administration has few good reasons for keeping this handful of faculty members in ‘second-class citizen’ status,” Pam said. “The majority of Unit 2 members do not seem to have jobs that rely exclusively on grant funding to assure their

continuing existence for many years, or even for decades.”

Pam added, “We hope that someday, a Cincinnati State administration will take the enlightened and appropriate view, and permit the faculty members in Unit 2 to be merged into the bargaining unit that contains all of the other faculty.”

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