

AAUP

NEWS



Volume XV No. 14 July 19, 2004

AAUP and administration will attempt to resolve Area Chair workload concerns

Meetings will begin soon between AAUP and the administration to try to resolve concerns about how special project units are assigned for faculty Area Chair duties in Humanities & Sciences.

In March, the Area Chairs were told that the administration planned to use "new contract interpretations" to reduce the number of units assigned to Area Chairs for Spring Term (see *AAUP News*, March 31, 2004).

After some attempts to resolve concerns through discussion, all of the H&S Chairs resigned their positions for Spring Term. Almost all of the areas continue to be without faculty Chairs for Summer Term.

Chapter President Pam Ecker said that according to the contract, Area Chair are assigned 4 units as a base. The contract allows the Dean to assign additional units to account for other factors that may affect a chair's duties, such as the number of adjuncts or the number of sections.

"For many years, some Area Chairs have received additional units above the base of 4," Pam

said. "The additional units provide appropriate reassigned load, so these faculty members can be effective in carrying out responsibilities such as interviewing potential new adjuncts, conducting classroom observation of adjuncts, assisting with scheduling, and carrying out many other tasks that help ensure quality for the large number of departments and courses included in H&S."

"It's not clear how—or even if—this work was carried out in Spring, but it appears that without the Area Chairs in place, some problems have developed," Pam added.

Pam said the administration shared with the AAUP a proposed formula for awarding additional units to Area Chairs. The formula attempts to

measure the complexity of Area Chair work using term data such as the number of adjuncts, number of sections, number of different courses, and other factors.

"The AAUP Executive Committee met with the Area Chairs to discuss the administration's proposed formula," Pam said. "We are willing to try to develop a more quantitative approach to assessing Area Chair work, but it's clear that the Area Chairs are not going to accept assignments that are devalued so much that it's no longer possible to do quality work in these important roles."

"We hope we can meet the goal of resolving Area Chair concerns well before Early Fall Term begins," Pam said.

Open Enrollment deadline is July 30

July 30 is the deadline for "open enrollment" for any full-time College employee who wishes to make benefits changes.

Any changes made will go into effect on August 1.

Chuck Hais, the benefits consultant for the College, will

be available to answer questions on July 21 from 11:00 a.m. to 12:30 p.m., and July 29 from 3:00 to 4:30 p.m.

Mr. Hais will be in the Human Resources Dept. Conference Room (Room 176, Main Bldg.).

SERB schedules hearing for unit clarification

A Cincinnati State AAUP Petition for Unit Clarification is scheduled for a hearing by the State Employment Relations Board (SERB) on September 1.

Chapter Grievance Officer John Battistone said the AAUP filed this petition in November 2003.

"We are asking the SERB to examine the status of a full-time Academic Advisor in Humanities & Sciences who was hired last year and assigned to Bargaining Unit 2," John said. "We believe this faculty position is identical to the Academic Advisor positions in Unit 1."

"The definition of Unit 2 requires that faculty members assigned to this unit hold positions that were created with 'soft money' grant funds," John said.

"We do not believe the newest Academic Advisor position is a 'soft money' job," John continued. "This position has been described as equivalent to other Unit 1 faculty positions in documents that go all the way back to 1994, when we became a community college, and told the OBOR we would be hiring an additional full-time academic advisor."

John said the SERB Hearing

Officer will listen to evidence from the AAUP and the administration, and will make a recommendation to the SERB about which bargaining unit this faculty member should be assigned to.

After the Hearing Office makes a recommendation, the SERB may then endorse the Hearing Officer's recommendation, or make a different decision.

"It is frustrating that getting anything accomplished with the SERB is so difficult and drawn out," John said. "After nearly a year of waiting for the hearing to be scheduled, we hope we'll be able to resolve the issue soon."

Eight salary equity adjustments announced

Eight faculty members who filed requests in March 2004 for salary adjustments because of inequities in compensation, as described in Article VII (F) of the collective bargaining Agreement, have been notified by Human Resources Director Gene Breyer that they will receive adjustments, effective September 7, 2004.

The total amount allocated is \$26,500. Individual adjustments range from \$1,000 to \$5,000.

Two faculty members who requested adjustments in March 2004 were told by Mr. Breyer they would not be awarded additional compensation because they are already scheduled to receive the maximum adjustment of \$5,000

per year starting this September, for requests that were filed in Fall 2002.

In December 2002 and March 2003, 25 faculty members received salary adjustments. Eight of those 25 will be receiving some or all of their adjustment starting this September.

**CINCINNATI STATE CHAPTER
AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS
3520 CENTRAL PARKWAY
CINCINNATI, OHIO 45223-2690**

EXECUTIVE COMMITTEE

PRESIDENT
PAM ECKER
PHONE: 513/569-1722

VICE PRESIDENT
JOYCE RIMLINGER

GRIEVANCE OFFICER
JOHN BATTISTONE

SECRETARY
GEOFF WOOLF

MEMBERSHIP CHAIR
DAVID SIMMERMON

TREASURER
PAUL DAVIS

MEMBER-AT-LARGE
RON CRAIG

PAST PRESIDENT
BOB EVESLAGE

CHAPTER WEBSITE
WWW.CINSTATEAAUP.ORG