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## Faculty have until March 12 to submit salary equity adjustment proposals

Faculty members who believe they should have a salary adjustment because of inequities in compensation, as described in the Faculty Unit 1 contract, should send their proposal for an adjustment to Human Resources Director Gene Breyer no later than March 12, 2004.

Proposals will be reviewed in the order they are received.

Article VII (F) of the current Faculty Unit 1 contract states that the administration will make available a pool of \$50,000 for each year of the three-year contract to be used for making salary adjustments to correct inequities.

The contract also states that the College Human Resources Director is responsible for reviewing and responding to requests for adjustments, and that his decision is final.

To apply for consideration for an adjustment, the faculty member must submit to Mr. Breyer a written proposal that justifies the request for a salary adjustment based on three criteria stated in the contract:

- degree level attained.

- years of service at Cincinnati State.

- the market conditions that pertain to the faculty member's academic discipline.

Faculty members may also request a meeting with Mr. Breyer if they wish to present their case in person.

The contract states that individuals may receive a maximum adjustment of \$5,000 per year. If the total salary adjustment for an individual is more than \$5,000, the adjustment will be implemented over multiple years.

### **\$120,500 awarded to 25 faculty members in 2002-03**

According to AAUP Chapter President Pam Ecker, in Fall 2002, a total of 29 faculty members submitted requests for equity adjustments to Mr. Breyer.

- 25 faculty members received equity adjustments; 4 received no adjustment.

- The total amount of the equity pool allocated was \$125,500.

- Individual adjustments ranged from \$1,500 to \$10,000.

- The median adjustment made was \$5,000.

- Decisions for 13 adjustments were announced in December 2002. These adjustments were implemented retroactive to September 2002.

- Decisions for 12 additional adjustments were announced in March 2003, with implementation deferred to a later academic year. Seven of these adjustments were implemented starting in September 2003, and eight will be implemented starting in September 2004.

- A few individuals who received adjustments asked Mr. Breyer to reconsider their proposals. Some, but not all, of these faculty members received additional allocations.

### **AAUP Task Force examined faculty concerns**

Pam said that some faculty members who submitted equity adjustment proposals last year expressed concerns about whether the processes and evaluation criteria used by the Human Resources Office were appropriate.

**see *Equity adjustments*/ 2**

## **Equity adjustments/continued from 1**

"The AAUP Executive Committee appointed a Task Force to review all of the proposals that were submitted last year, along with the administration's responses to the proposals," Pam said.

"The Task Force concluded that the administration applied the contractual criteria of degree, years of service, and market conditions consistently to all faculty requests," Pam

said. "Also, the Task Force found no contract violations in the administration's procedures."

The Task Force report concludes:

"The Compensation Adjustment contract provision was the result of compromise reached at the bargaining table, after it became clear that the administration was not willing to agree to the AAUP's salary

adjustment proposal. Through implementation of this contract provision, the College administration has become aware of the magnitude of the inequities that exist. The AAUP Executive Committee hopes the administration will take appropriate steps to rectify remaining inequities."

The entire Task Force report is available from the AAUP chapter website, [www.cinstateaaup.org](http://www.cinstateaaup.org).

## **Unit members to receive "fair share fee" information**

All members of the faculty bargaining units will soon be receiving information about the Cincinnati State AAUP Chapter procedures related to the "fair share fee."

This term refers to the fee that supports Chapter activities related to collective bargaining. The fee is a portion of Chapter member dues, and is also assessed to members of the faculty bargaining units who choose not to become members of the AAUP Chapter.

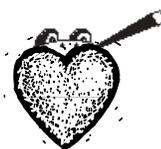
As the certified bargaining agent for the faculty, the AAUP

Chapter is required to circulate this information periodically.

Any faculty member with questions about the fair share

fee should get in touch with Chapter President Pam Ecker or another member of the Chapter Executive Committee.

## **Have a Heart; Do Your Part Contribute to the Sick Leave Bank**



## **Campaign Kickoff "Continental Breakfast" Friday the 13th of February**

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