

AAUP

NEWS



Volume XVI No. 10 June 16, 2005

Bargaining to begin on June 17

Contract negotiations for AAUP Unit 1 are scheduled to begin Friday, June 17.

John Battistone, the Chief Negotiator for the Faculty team, said the agenda for the first session would include team introductions, establishing guidelines, and setting a schedule for future bargaining sessions.

The other members of the Faculty team are Jason Caudill, Ron Craig, Joyce Rimlinger, Ken Stoll, and Geoff Woolf.

According to John, the Chief Spokesperson for the administration's bargaining team will be Human Resources Director Gene Breyer.

John said Mr. Breyer reported that the other members of the administration's team will be Executive Vice President Carolyn Anderson, Institutional Advancement Vice President Doug Heeston, Academic Vice President Monica Posey, Chief Fiscal Officer Sandra Simpson, and Dean Rayma Smith.

Ron Craig, the AAUP Bargaining Council Chair, said the Bargaining Council committees have been examining issues and

forwarding reports and recommendations to the AAUP Executive Committee for consideration.

"Our Bargaining Council committees are looking at data from the AAUP member survey, the Faculty Forums and other discussion groups, as well as other internal and external sources," Ron said. "This work has been going on throughout Spring Term, and some of the work will continue into Summer Term as well."

"The AAUP Executive Committee is also spending a considerable amount of time reviewing the input received from the Bargaining Council committees, and formulating 'charge statements' for the Faculty bargaining team," Ron added.

The four Bargaining Council Committees are:

- Compensation and Benefits
- Governance, Accreditation, and Hiring
- Professional Development
- Workload

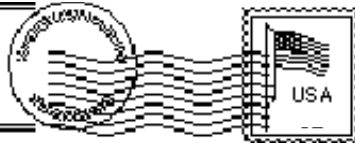
Ron said that several meetings held during Winter and Spring terms focused on specific elements of Faculty workload, such as instructional duties, program and area chair responsibilities, clinical coordinator responsibilities, co-op coordinator duties, and the work performed by librarians, counselors, and advisors. The impact of technology on faculty workload was also discussed.

Chapter President Pam Ecker said the AAUP Executive Committee has held several weekend meetings to review recommendations and discuss the instructions that will be given to the Faculty bargaining team.

"The AAUP Exec members will continue to schedule as many meetings as it takes to make sure we have fully and thoroughly examined all the issues and concerns brought to us by the Bargaining Council committees and by individual faculty members," Pam said.

Pam said that the AAUP Communication Committee will be providing information soon about how to get bargaining updates using the AAUP Hotline and other communication resources.

Letters



To the Editor:

I would like to comment on Gary Webster's letter published in the *AAUP News* on May 27, 2005.

Gary described Tom Grogan's dispassionate explanation of current salary inequities and a proposed method to rectify these existing inequities as "Robin Hooding his peers." I believe Gary may have confused his metaphors.

As I recall, Robin Hood was a champion of the underclass, the hero of legend, who attempted to right the wrongs which existed in his society.

Yes, he did steal from the rich, but only from those who achieved their wealth in insidious ways. I sure hope Gary wasn't identifying with the evil Sheriff of Nottingham.

There were two other points of confusion also.

One, Tom was not "whining about his lot in life." Tom

Grogan has nothing to gain monetarily from his suggestion, and might earn less in the long run if a salary schedule is implemented than if the system of across-the-board percentage increases continues.

I find Tom's willingness to work for fairness unselfish, and I believe his letter was rational and made some excellent points.

On the other hand, Gary's letter did not, in my opinion, present a valid argument for why some individual faculty members should receive raises which are almost three times as much as raises given to other faculty members with less experience at the College.

Why is longevity a valid argument? Studies have shown that an employee's productivity decreases as he/she ages. Why pay those individuals more than employees who are at their peak?

And two, how can anyone steal something that may or may not exist in the future? As far as I'm concerned, the across-the-board approach to salary increases "steals" from employees who were hired after the first contract was implemented.

Why would the union have fought to include an equity clause in the last contract if we all believed salaries have always been determined in a fair and equitable manner?

The union has done an excellent job negotiating past contracts. I'm confident, if enough members make their voices heard, our representatives will negotiate a contract this year more in the spirit of Robin Hood than of the Sheriff. There are far more of us in that merry band.

Catherine Orsini,
Sciences/
Developmental Education

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

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