

# AAUP

# NEWS



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## June 24 bargaining session focuses on workload

Both the Faculty and the administration teams proposed changes to the Workload article at the bargaining session on Friday, June 24.

According to Faculty Chief Negotiator John Battistone, the Faculty team proposed adjustments to many of the measures currently used to calculate faculty loads.

John said, "Our Workload Committee recommendations, supported by data from the AAUP member survey and discussion groups, made it clear that faculty members feel that their workload has increased significantly during the past few years, but our contractual guidelines for calibrating load have remained the same."

"The faculty team proposed changes to the workload formula that will allow our full-time faculty members to effectively deal with the diverse needs and expectations of our students," John added.

Faculty Team member Joyce Rimlinger said that the faculty proposals addressed workload concerns for classroom instructors, co-op coordinators, and program and area chairs.

"As our College enrollment has grown over the past several years, faculty workload has increased, too," Joyce said. "All of us have been challenged to maintain our standards for high quality teaching and learning while working with more students, who frequently require more and different kinds of preparation and support from their instructors, program advisors, and co-op coordinators."

Faculty Team member Geoff Woolf said, "It's not just the less prepared students who put extra demands on faculty work."

"Our best students expect faculty members to provide more technology-based support through resources like Blackboard and other tools," Geoff said.

"Using these resources is beneficial for faculty as well as students, but using these tools effectively also means adding work time to the faculty member's day."

### Administration proposals

According to the Faculty Team, the administration proposed removing most of the current contract language regarding overload, and would leave only that faculty "will be given

reasonable consideration" in requests for overload assignments.

John said that "reasonable consideration" is not working now. "The administrative mandates that started last year, when we were experiencing our 'fiscal crisis,' have already reduced the ability of many full-time faculty members to gain overload assignments."

"When our qualified, experienced full-time faculty members choose to take on overload assignments, our students benefit," John added. "But the administration's proposal would make it even less likely that full-time faculty would get fair consideration for these assignments."

The administration proposed a change to co-op coordinator workload which would end the limit on the number of programs, options, or majors assigned to one coordinator.

"It seemed like the administration team doesn't fully understand the nature of co-op coordinator work," John said. "A coordinator working to development placements for a small, newer program may be doing just as much work as the coordinator of a mature program

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see *Workload*/2

## Workload/ continued from 1

with a large number of co-op sites.”

“The administration team said that their proposed change would provide needed management flexibility and would also eliminate overload payments that they believe are unfairly distributed among the co-op coordinators,” John said.

Another administration-proposed change would limit the use of “virtual office hours” only to faculty members who are teaching 100 percent online courses, and the virtual hours

would need to be conducted from the faculty member’s campus office.

“This proposed change doesn’t make sense,” said Faculty Team member Jason Caudill.

“Virtual office hours add flexibility to the times when faculty members can be available to our students,” Jason continued. “When a faculty member’s virtual hours take place at a time like, for instance, 7 to 9 p.m., students can email questions about the homework they are doing, and get an immediate response.”

“It’s not likely that students would get that kind of instructor availability if faculty members were required to sit in their on-campus offices to answer their virtual office hour messages,” Jason said.

### More bargaining scheduled for July

John said that the next bargaining session is scheduled for Friday, July 1. The topics of discussion will be tenure and EPMI (Electronically Purveyed Methods of Instruction). Then, because of administrator vacation schedules, bargaining will not occur again until July 13.

## Faculty describe projects at lunch with senior administrators

The second informal lunch meeting for representatives of the Faculty Senate and the AAUP with President Wright and his Executive Team took place on June 7. The first lunch was held March 29. (See the May 4, 2005, *AAUP News* for more about the first meeting.)

At the June 7 lunch, faculty members reported on various faculty-driven projects and initiatives being completed throughout the College which contribute to student success. Some of the projects discussed included:

- The College Success Strategies course, the Student Orientation Program, and other activities that help promote student success and retention.
- Business Tech Division efforts to develop standard curricula and outcome assessments for all the core courses required in every BTD curriculum.
- Health & Public Safety Division projects that provide tutoring and career mentoring for students to help them improve their professionalism.
- Information & Engineering Tech Division projects to develop additional online courses which give students flexibility and help them develop the lifetime learning skills expected in their professions.

Faculty Senate President Diane Stump said, “President Wright and the other administrators seemed very interested in our presentations, and they asked a lot of questions. Overall, it was an enjoyable conversation about the work our faculty members are doing.”

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

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