

AAUP

NEWS

Volume XVI No. 16 July 25, 2005

No progress in bargaining; Faculty team will offer new proposal for possible settlement without fact-finding

The Faculty Bargaining Team is planning to offer a new proposal this week that is intended to achieve a reasonable new contract without the need for fact-finding.

According to the Faculty Bargaining Team, little progress was made at the negotiation sessions on July 20 and July 22.

At the July 20 session, the teams exchanged some new proposals related to contract language about professional enrichment and about selection and hiring, but no tentative agreements were reached on these topics.

During the July 22 negotiation session, both teams met with mediator Earl Leonhardt to explain the unresolved issues.

Mr. Leonhardt served as the mediator for Cincinnati State Faculty Unit 1 contract negotiations in 2002 and 1999 also. In both of these past negotiations, contract settlements were reached without the need for a fact-finding hearing.

Faculty Chief Negotiator John Battistone said, "When we started bargaining on June 24, both teams agreed that our goal would be to attempt to reach an agreement at the bargaining table, without the need for the legal process and additional expense of fact-finding."

"A month later, with all proposals on the table, the teams have achieved tentative

agreements on only two relatively small portions of the contract language. On almost all of the big issues, the administration team has made very little movement toward compromise," John added.

John continued, "On July 20, the Faculty team offered a new proposal related to contract language about selection and hiring of faculty and academic administrators, which is part of the Governance article of the contract. We had hoped the administration team would offer their responses to other governance proposals previously made by the faculty team."

see No progress/2

Administration is holding strike planning meetings

According to a document obtained by faculty members, the College administration has been planning since early July for how to deal with a possible faculty strike.

The document titled "Strike Planning Team Meeting Minutes, July 14, 2005" indicates that the administration is "identifying the critical steps necessary for the college to implement in

preparation for a possible work stoppage by the AAUP." (See document on page 3 of this newsletter.)

The administration's Strike Planning Minutes also state that the adjunct fair held July 19, and advertised in the *Cincinnati Enquirer* on Sunday, July 10, was intended to "aid the college in securing additional instructors" in the event of a faculty strike.

AAUP Chapter President Pam Ecker said, "It's disappointing to learn that even while the administration's bargaining team was at the table telling our team that they shared the goal of reaching a negotiated settlement, they were assigning assistant deans and other administrators and staff members to start

see Admin plans for strike/2

No progress in bargaining/ continued from 1

"But the administration team did not offer any new proposals on governance, or on any other issues," John said.

"Overall, the administration's proposals are still seeking cuts, concessions, and give-backs from the Faculty for almost every contractual issue," John added.

"Our Faculty team is going to try to break this logjam next week, by bringing to the table a proposal for what we believe is a reasonable settlement," John said.

John said the Faculty Team will bring a new compromise proposal to a bargaining session scheduled for Tuesday, July 26. Another bargaining session is scheduled for Wednesday, July 27.

"We hope the administration team will have a substantive response to our offer," John said. "Otherwise, we might as well just start preparing to take our proposals to a fact-finder."

AAUP Chapter President Pam Ecker said that the AAUP Executive Committee met over the weekend to discuss the components of the Faculty settlement proposal.

"It's always preferable to reach a settlement at the table," Pam said. "However, settlements can't be achieved when one side makes the kinds of proposals we've seen so far this year from the administration."

"Some of the administration's proposals this year—like their proposal to start hiring only non-tenure-track faculty members, and their proposal to eliminate the Faculty Senate's historical role in appointing members to decision-making committees and teams—are radical changes to the practices and systems that have been in place at this College for much longer than our 15 years of collective bargaining history," Pam said.

"The administration has given no good reasons for these dramatic changes, and their economic proposals leave almost all faculty members worse off than they are now," Pam said.

"So far, the administration team has given little indication that they are willing to move away from many of their initial proposals," Pam added.

"The Faculty team will be taking to the table this week a

package of proposals that the AAUP Executive Committee believes represent an agreement the Faculty could live with," Pam said.

"We were able to settle our negotiations in 2002 and 1999 without fact-finding, and if there's any hope of settling this contract in the same way, the administration needs to make some compromises, too," Pam said.

Administration plans for strike/ continued from 1

working on lining up replacements for striking faculty."

"Considering that four members of the President's Executive Team are also members of the administration's bargaining team, it certainly raises questions in my mind about how seriously they want to achieve a settlement, as opposed to being in a much more serious and disruptive situation," Pam said.

"We still hope the administration really wants to

negotiate a reasonable contract," Pam said.

"However, if the administration gives us no other option, and the AAUP Executive Committee feels it is necessary to ask our chapter members to take a strike authorization vote, we will discuss with faculty the reasons for these circumstances, as well as the rights and responsibilities of faculty members in such a scenario," Pam said.

Going the extra mile/ continued from 4

Joyce continued, "Also, the recently-announced membership of the brand new Quality Advisory Council includes only one faculty member, out of a total of ten invited participants."

"It doesn't appear to me that it's the faculty members who are 'excluding voices' in the selection of representatives for our so-called quality initiatives," Joyce said.



**Get bargaining updates on the
AAUP Hotline: 513.569.1888
Next scheduled negotiations: July 26**

**Attend the AAUP Office Open House:
10 a.m., July 28, Room Main 124
Reception following in the Continental Room
Briefing for AAUP Unit Members at 11 a.m.**



Administration says tenured faculty “don’t go the extra mile” and Faculty Senate role in governance “excludes some voices”

According to Faculty Bargaining Team members, the administration team spokesperson, Human Resources Manager Gene Breyer, said during bargaining on July 22 that tenured faculty are “less likely to go the extra mile and more likely to coast” and that the current governance system “excludes some voices” from participating on committees and teams.

Faculty Bargaining Team member Geoff Woolf said that Mr. Breyer’s comments came as part of discussion of the administration proposal to create non-tenure-track faculty positions and their proposal to eliminate the current role of the Faculty Senate in appointing some members of college-wide committees and quality teams.

“It’s outrageous that the administration’s bargaining team would describe our tenured faculty as people who don’t ‘go the extra mile,’” Geoff said. “Year after year, our tenured faculty members—including those with decades of experience at the College—are continuously involved in a huge array of

activities that go well beyond our defined job descriptions.”

“It’s unfortunate that the administration seems to be so badly out of touch with the Faculty’s concerns, challenges, and achievements,” Geoff added.

Faculty Team Member and past Faculty Senate President Joyce Rimlinger said the administration’s reasons for eliminating the Senate’s role in making appointments to College-wide committees and teams are unconvincing.

“It’s inappropriate for the administration to characterize the Senate’s role as ‘exclusionary,’” Joyce said. “The Senate communicates with its constituents constantly. All Senate meetings are open to all Faculty members. The agenda for every Senate meeting is published and emailed to all faculty prior to each meeting, and the minutes are available after each meeting.”

Joyce continued, “Any time the Senate has exercised its contractual responsibility to appoint committee members, there is a call for volunteers, either distributed college wide or

accomplished through communications between the Senate members and their divisional colleagues.”

“Also, there’s nothing exclusionary about having the Faculty Senate designate representatives for College-wide committees and teams,” Joyce said. “Having Faculty representation guaranteed through the Senate does not mean that others are prevented from participating in decision-making groups. The traditional role of the faculty—which has been recognized in our contract for 15 years—excludes no one and, in fact, encourages faculty involvement in all activities they wish to be part of.”

“On the other hand, look at the participants in this year’s Summer Institute for the Continuous Quality Improvement Network (CQIN),” Joyce said. “In past years, several faculty members were asked to represent the College at this nationally-significant quality event. This year, only members of the President’s Executive Team and a couple of staff members are attending.”

see *Going the extra mile/2*

**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
JASON CAUDILL

PAST PRESIDENT
BOB EVESLAGE

CHAPTER WEBSITE
WWW.CINSTATEAAUP.ORG