

# AAUP

# NEWS

Volume XVI No. 20 August 15, 2005

## Fact-finding set for Aug. 23; Friday negotiations produce no changes; more bargaining to take place Wednesday

A fact-finding hearing is scheduled for Tuesday, Aug. 23.

On that day Dr. Louis V. Imundo of Dayton, Ohio, the fact-finder appointed by the State Employment Relations Board (SERB), will hear presentations from the Faculty and the administration concerning the issues that have not been resolved in bargaining.

AAUP Chapter President Pam Ecker said that the AAUP Communication Committee will provide additional information to

chapter members this week concerning chapter activities related to fact-finding.

### Bargaining session held Aug. 12; more negotiations scheduled for Aug. 17

The Faculty and Administration bargaining teams met for about 90 minutes on Friday, Aug. 12, but no new agreements were reached.

According to Faculty Chief Negotiator John Battistone, the session dealt with the workload article of the contract.

John said the Faculty team presented some additional points of clarification, but the administration team did not have a response to the Faculty's workload compromise proposal, which had been presented on Aug. 5.

John said that the administration team proposed having another bargaining session on Wednesday, Aug. 17. At this session, the administration team is expected to present a

**see *Bargaining/* 4**

## Leafleting brings attention to faculty concerns

Faculty members distributed over 1400 leaflets to students and campus visitors on Wednesday, Aug. 10, to help students and campus visitors understand Faculty concerns related to bargaining a new contract.

An additional 400 leaflets were distributed in the morning on Saturday, Aug. 13.

On Saturday, the Faculty leafleters also provided assistance as "campus greeters" who helped locate parking and meeting rooms for a large number of new

students and their family members who were attending New Student Orientation.

More than 60 faculty members assisted with the two days of leaflet distribution.

About 50 more faculty members are scheduled to assist with an additional leafleting day on August 18, which includes another New Student Orientation program.

The leaflet, titled *Cincinnati State Faculty: Providing Quality Education through Commitment to*

*the Community*, describes the issues of concern to faculty in trying to resolve contract negotiations.

The leaflet also contains some brief profiles of faculty members' contributions to the College and the Greater Cincinnati community, and some comments from students describing their appreciation of the faculty.

Faculty members who distributed leaflets on Wednesday said that they

**see *Leafleting/* 4**

# The view from the bargaining table: can we make a shared commitment to quality education?

-- Geoff Woolf, Faculty Bargaining Team Member

Sitting at the bargaining table on Friday, it occurred to me that these contract negotiations are about things much bigger than what sort of raise faculty will get, whether faculty freedoms will still be protected by tenure, and what sort of health care faculty will have.

These negotiations are an opportunity for key stakeholders in the College to participate in the process of deciding what sort of institution Cincinnati State should be in the future and whether we will be able to achieve those aspirations.

Take the discussions of workload, for example. This contract presents an opportunity for the administration to demonstrate their true beliefs about the nature of faculty work and their commitment to quality education.

One of the primary questions the Faculty Bargaining Team has asked administrators at the bargaining table is, "what do you believe about faculty work in 2005?"

There are several possible responses.

One possibility is that the administration will continue its seemingly intractable position that Cincinnati State faculty are underworked and overpaid.

In taking this position, the administration continues to ignore the fact that the educational landscape has changed irreversibly since our contractual workload formulas were developed 15 years ago.

Administrators could continue to ignore the fact that nearly every course requires, in addition to the usual subject matter expertise, instruction in

technologies established or still emerging after the original workload formula was devised.

Administrators could continue to ignore the fact that instructional technologies have grown exponentially in each of the 15 years since our existing workload formulas were devised. They could continue to ignore the fact that this growth in instructional technology has not made our work easier, but actually has added to the time and effort required to deliver every course most effectively.

Administrators could continue to ignore the fact that an increasing number of our students have grown up in the information age and are, justifiably, more demanding with regard to the technological sophistication demonstrated by the faculty.

And the administration could continue to ignore the fact that more and more of our students are less and less prepared for the college experience.

By continuing to follow this line of reasoning, and choosing to ignore the realities we deal with as faculty members, the administration will doom Cincinnati State students to a more bedraggled, dispirited faculty who are less and less capable, with each passing year, of delivering the quality product our community has come to respect.

Still, it's possible that the administration bargaining team will, at the next bargaining session, choose to recognize that our faculty lives have changed and be willing to acknowledge this fact—something they have not yet done.

And if the administration does acknowledge that faculty are working harder now, under the formulas created 15 years ago, what then?

It is entirely possible that the administration will hold fast to its position of responding to our workload proposals with complaints that modifying workload formulas costs money.

The worst case scenario: Administration acknowledges that something is wrong, but refuses to do anything to fix it.

What that would mean, sadly, is that our deepest fears would be confirmed: This administration would be demonstrating that they are happy as long as faculty are churning out as many FTE's as physically possible—and quality be damned.

Certainly, this would be dispiriting for faculty, and it would be unfair to our students in the short term.

But as long term policy, it would represent a serious disservice to the community and an absolute flouting of the College's very mission.

So let me turn to the best case scenario: The administration acknowledges that something is wrong, works with the faculty to remedy the problem, and we settle this contract, bringing an end to the unpleasantness, serving our constituencies, and functioning in a manner best suited to our mission.

I've been talking only about the administration. What about the faculty? Don't we have decisions to consider here, too?

Of course we do.

**see *View from the table*/3**

# Letters



## To the Editor:

The administration has proposed that all new full-time faculty hires be non-tenure track. That means all new faculty will work year-to-year with the administration deciding, presumably every Spring, whether to extend each contract for another year.

The other day I heard an administrator say something to the effect that in these contract negotiations, our current faculty really don't care about tenure; they just care about money.

The presumption is that we who already have tenure or are on a tenure track really don't care whether the College hires only non-tenure track faculty in the future.

Wrong, Wrong, Wrong!

I'm completing my 30th year at the College. I have served as an administrator, but the majority of my service has been as a faculty member. I can retire anytime I want to, and I still care about tenure.

Why, you ask? Because I care deeply about the future of this College.

Think for a minute about what this College will look like ten, fifteen, twenty years down the road with a non-tenured faculty. Each and every April 15 (or whatever the non-renewal date might be), most faculty will be waiting, holding their breath, to find out if they are employed for another year.

Many faculty will be constantly on the lookout for opportunities elsewhere. After all, if you are not sure how long your job will last, it is prudent to be searching for another. If you are a non-tenure-track higher education professional, it's understandable that you would be searching for a tenure-track position elsewhere.

And how many faculty will stand up for what is best for our students and our institution when April is always just around the corner? How many will take unpopular positions when their job is on the line all the time?

Why does tenure matter to my younger colleagues? Because they want to spend their careers, as I have, in a quality College. They want a better College. They want a College where faculty can take some risks, remain on the cutting edge, and have a meaningful say

in significant decisions—not one where many will be constantly fearful and constantly job hunting.

Why does tenure matter to me? Because this College matters to me. During my 30-year career, I have seen plenty of administrators come and go: To the best of my recollection, six Presidents, around nine Academic Vice Presidents, three Executive Vice Presidents (for our current President alone), and hundreds of other senior-level and middle-level administrators.

In some cases these administrators have "climbed the ladder" to become presidents of other colleges, and I'm happy for them. . . but I have spent my life's work **here**, at **this** College, at **my** College.

This College matters to our students, to our community and to me.

When I retire from my work at this College, in the not-too-distant future, I want to leave a legacy. I want to know that my life's work will continue to matter far into the future.

That is why I care about tenure.

Marc Baskind,  
Business Technologies

## View from the table/ continued from 2

The primary decision faculty have to make is what is it worth to us to sacrifice either quality of life or quality of professional performance.

Are we willing to water down our courses because FTE's are more important than the skills and knowledge of the students who leave our classrooms and go on to workplaces and universities?

Are we willing to give our students less individual attention

because our administration is out of touch with the work we do, and to give more is no longer possible?

Are we willing to take a stand to protect an institution we have put our souls into if that's what it will take to protect it from administrators who might or might not be here next time we negotiate a contract?

And perhaps the most important question is this one: Do

we really believe in quality at this institution?

The administration loves to talk about quality. We have quality projects, quality teams, quality councils, and quality management initiatives.

But will we continue to have genuine quality in accomplishing our institutional mission?

Each of us individually, and all of us together, must decide how we wish to answer this question.

## **Bargaining/ continued from 1**

comprehensive proposal which would be intended as the final administration proposal prior to fact-finding, and which would address all of the currently unresolved issues.

John said, "Throughout this entire year, the AAUP has been seeking input from the Faculty about what issues needed to be addressed in contract negotiations."

"We used surveys, focus groups, and meetings to find out what is important to our Faculty in order to continue providing excellence in meeting the needs of our students and our community," John continued.

"This Faculty Bargaining Team has been charged with achieving some changes to the contract that reflect the challenges that

Cincinnati State faculty face in 2005 and the years ahead," John said.

"I hope the administration proposal we see on Wednesday will respond in a meaningful way to the important Faculty concerns that our team has presented," John said.

## **Leafleting/ continued from 1**

received many expressions of support from students, as well as some questions and concerned comments.

News stories about the leafleting were carried in *The Cincinnati Enquirer* as well as on several local TV and radio stations.

Chapter President Pam Ecker said, "Unfortunately, a lot of the broadcast coverage emphasized the possibility of a strike, rather

than the desire of our faculty to conclude these negotiations without the need for something as disruptive as a strike."

"It seems that many of the local media received an email message from a concerned student which led them to think a strike was imminent," Pam said.

"I received a lot of phone calls from reporters prior to our first leafleting day because of the email they had received," Pam added.

"I did what I could to try to clarify the situation," Pam said.

"I emphasized to all of the reporters I talked to that what we are hoping for is to reach a reasonable settlement at the bargaining table—but of course, we can't control how the media decide to report on a situation," Pam said.

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## **Want to show your support for Cincinnati State AAUP?**

- **Wear RED on Thursday, August 18.**
- **Visit the AAUP Office (Main 124) and pick up an AAUP button, sticker, pen, etc.**

### **Office hours:**

**Aug. 16, 17, and 19 - 8:30-10:30 a.m.**

**Aug. 18 - 7:45 a.m. to 1:00 p.m.**

**and 2:45 p.m. to 6:00 p.m.**



## ***Do as I say/* continued from 6**

I've also read that one of the reasons for the administration's rigid proposals is that they need to provide the leadership of this College with "more flexibility."

I have to admit that—just like when I was a child—I don't understand.

We adjusted the dates for the New Student Orientation program to accommodate the President, because everyone on the committee believed that a welcoming statement from the College President was an integral part of the program.

Many members of the committee had to change or give up our own weekend plans to accommodate the President's schedule.

Then, the day before the event, the President informed the other co-chair of the committee that he would not be available on Saturday.

There was no explanation of this change—so if the President had to deal with a family emergency or a different institutional priority, I'm unaware of that.

The cancellation was simply that—an announcement that the President would not attend Saturday's orientation session, with no other explanation and no suggestion for an alternative administrator to greet the group on behalf of the College.

While I understand that things come up and plans need to change, I don't understand the lack of concern and the lack of courtesy—and I feel angry and disappointed.

If this is all the concern the administration has for our new students and their families, then why are we faculty and staff members even bothering to spend a significant amount of our personal time planning and conducting this event?

If this is what is meant by "flexibility," then I don't see how our institution can afford it.

I don't understand how we can afford to give up tenure and the promise of commitment to the institution that tenure provides, and still maintain our claims of excellence—let alone gain the value of the extra, unpaid efforts

of employees who give time to the institution just because they believe in it, and believe in making it better.

The faculty and staff I have worked with here at Cincinnati State are very creative, talented, and persistent. The evidence can be seen in the many wonderful programs that we have provided our students and community over the years, not to mention the many successes of our graduates.

But I wonder how long we can continue to innovate and succeed when the message from the administration increasingly is, "Do as I say, not as I do."

I didn't understand it as a child, and I find it even more frustrating as an adult.

Yes, I'm tenured and I'm tired—but I still have enough energy left to stand up for what I believe to be right, and in the true best interests of our students and our institution.

Diane Stump, Counseling

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## ***AAUP Chapter Members: Expect a call from the Communication Committee soon!***

### **Do you want to join the Communication Committee?**

### **Call Dave Simmermon at 569-1797**

# Letters



## To the Editor:

It's three o'clock on Saturday afternoon, and I'm sitting in my office, thinking about the New Student Orientation program that just ended, and the approximately 300 students, family members, and friends who attended this event.

I'm thinking about Orientation, along with everything else that is happening at Cincinnati State, and I have to admit that I'm not feeling the "high" that I usually get after a successful program. Instead, I'm feeling sad and discouraged.

In some ways, I feel like I did when I was a child and I didn't understand why adults could do some things that I couldn't do without being reprimanded or punished. I remember that when I would ask why, one of my father's favorite responses was, "Do as I say, not as I do."

Like all faculty members, I am closely following the progress of

negotiations. Of course I've heard and read that since I am a tenured faculty member, the administration considers me a "coaster."

I've been working at Cincinnati State for 21 years. I've put in many very long days. I've taken on plenty of additional projects for no extra compensation, like co-chairing the New Student Orientation program, leading the development of and serving as the lead instructor for CAR 9002, the College Success Strategies

course, and writing grant proposals and working with the Jobs Student Retention grant program.

Those are just a few of the projects I've taken on along with my regular job duties as a full-time professional counselor.

I have to wonder: what more does the College want from me to justify that I am an asset to this institution?

see *Do as I say/ 5*



## Cincinnati State AAUP Office (Room 124, Main Building) will be OPEN

Aug. 16, 17, and 19 - 8:30-10:30 a.m.

Aug. 18 - 7:45 a.m. to 1:00 p.m.

and 2:45 to 6:00 p.m.

**AAUP Hotline: 513.569.1888**

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