

AAUP

NEWS



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The view from the bargaining table: someone believes. . .

-- Ron Craig, Faculty Bargaining Team Member

While sitting at the bargaining table as a first-time member of the Faculty Team, it has occurred to me that whoever is controlling the administrative bargaining team believes the faculty will think and act in a predictable manner during the negotiation process.

Someone believes that most faculty are simply narcissists who rant and rave, bemoaning their fate and touting their accomplishments in order to justify their worth, while at the same time daring to take pot shots at what they call an intolerable and uncaring administration.

Someone believes that most faculty are merely "paper tigers" who like to attend rallies and wear buttons and red shirts, believing that such ineffectual efforts will somehow convince the powers above them of their plight.

Someone believes that most faculty are nothing but egotists who need to hand out leaflets to let the public know just how important they are to students and to the College and how everything would go to hell without them.

Someone also believes that when push comes to shove, after

see *View from the table/ 3*

Cincinnati State AAUP Chapter Members:

**Will you be out of town during
the week of Aug. 29?**

**If yes, please inform the
AAUP Executive Committee!**

August 23 calendar of events

Fact-Finding Hearing 9:00 a.m., Main 180

AAUP representatives will be the Faculty Bargaining Team, the Chapter President, and the Chapter attorney. This is not an open meeting.

AAUP Chapter Meeting 4:00 p.m.

Lindner Auditorium
Open to all members of AAUP Bargaining Units 1 and 2

Cincinnati State
Board of Trustees Meeting
5:30 p.m.
Main Bldg. Conference Ctr.
Open to all members of the public.

Support AAUP!

**Wear Red on
Tuesday!**

Letters



To the Editor:

Eleven years ago I made two commitments: One to my wife till death do we part; the other to this College.

I do not negotiate periodically with my wife about whether we should keep our marriage commitment another three years. Similarly, I tell most people that I have 20 more years until I retire.

I plan to stay here, teaching, for quite a while. I thought the administration wanted me to stay here, too, because I give my time and talent to our common cause of education.

Tenure does not guarantee that I will stay and that the administration wants me to stay, but does imply it. And how many upper-level administrators have come and gone in the past eleven years?

Tenure is to be earned and encouraged. I believe that a trusted, empowered employee working for the common good is the best employee. I do not think that a revolving door policy for educators is a good thing.

I have had good teachers, great teachers and poor teachers. So have you. The very best had longevity of experiences, and a passion to share their experience with others. The worst were in it only for the money.

The current process for tenure allows five years during which tenure candidates can be non-renewed or denied tenure. The process isn't over until the day the Board itself approves tenure.

I believe the Faculty Senate's Peer Review process is working well and the Tenure Committee is excellent. Are the administrative reviews occurring? Is someone asking the contract to fix a process that is already in place, but is just being ignored?

The current administrative proposal to create only non-tenure-track positions is supposed to allow administrators to manage with more flexibility.

Flexibility, as I understand it, is to adjust course to meet the changing situation. So far during negotiations, the administrative offers have been totally inflexible. Why should I believe that anything will change during the term of a new contract?

The AAUP Executive Committee asked me recently to wear a red shirt to show unity. We "red-shirts" wear our union logo proudly. I appreciate unity, and I support that which I belong to, but I trust that my values are not compromised while doing so.

Honestly, the logo of a fat frog smoking a cigar (and in some versions, giving what appears to be a rude gesture) offends me. I suspect it offends administrators, also.

But the fact that I can voice my opinion about the union logo is part of what tenure is about. Disagreement and collegial debate about issues is a good thing, if people are willing to listen with open minds.

I suggest that faculty, staff, administration, and Board members all could give a little and work toward the common good. That has been my philosophy and goal for eleven years, including my years serving as Faculty Senate President, and it still is today.

The union gives me plenty of opportunities to advertise my membership. Why doesn't the College provide to each of us a Cincinnati State shirt and hat?

As I suspect many others are, I'm a great ambassador for the College. My old, ragged green Cincinnati State hat that I wear

when I survey on weekends or to Home Depot sparks conversation about the College, almost every time I wear it. "I went there!" many declare. "Is so-and-so still there?" often is the next question.

If we become a college of adjuncts and part-timers and year-to-year "migrant workers," the quality education and the good will go away.

Several months ago I wrote to the *AAUP Newsletter* about denying the existence of the "Dragon." Of course, each of you interpreted my ideas from your own perspective. The responses I received ranged from anger to praise.

The dragon IS the animosity and discord we now are experiencing between faculty and administration.

Someday, I pray, we will each see that the other is not the "enemy." We should be far more concerned about the influence of the changing world than each other! Sinclair is breathing fire down our Warren County necks, the University of Phoenix and Mt. Vernon Nazarene College are lurking in Sharonville, Gateway Community College is roaring to the south, and Ivy Tech is belching smoke to the west of us.

Still we argue with each other.

I plan to be here for 20 more years. I hope I'm not the one who has to turn the lights out when I leave.

George Armstrong,
Engineering Technologies

View from the table/ continued from 1

all the hoopla and chest pounding, most faculty will just retreat into ivory towers and quiet down as “good” faculty members always do.

Someone believes that most faculty are too independent-minded to come together in unity, after weeks of simulated good-faith bargaining by the administration becomes obvious retrenchment in the administration’s original negotiating positions.

Someone believes that most faculty do not really value tenure for all full-time faculty members, with its accompanying responsibility for maintaining the quality courses and programs we have worked so hard to make successful.

Someone believes that workload issues are not important to most faculty; that most faculty will simply do as

they are told because they know *someone* has to get the job done, and they are willing to sacrifice more and more time in order to carry out the additional tasks the administration demands of them.

Someone believes that quality is merely a concept and not a reality in classrooms where increasing numbers of under-prepared students need the guidance of a caring faculty whose professional growth and development has been supported by an administration that has not forgotten the mission of this institution.

Someone believes this institution should be run strictly on a business model, with the almighty dollar as the only measure that matters; therefore, putting more students into programs and into classrooms is a higher priority than the needs of a concerned faculty struggling to

provide the quality of services our students deserve.

Someone believes the increasing time and effort faculty have given to this institution may simply be dismissed out of hand; therefore, in times of increasing enrollment and income, faculty should shut up and settle for much less than they need to maintain a decent standard of living.

Someone believes, without knowing the history of faculty negotiations at Cincinnati State, that most faculty easily cave in to personal fears and that most faculty are more concerned with their own individual situations than the collective needs of our colleagues and the health of our College as a whole.

Someone surely believes that this turmoil will all blow over in the end and the administration will get exactly what it wants.

I know I believe differently.

What do you believe?

Letters



group of faculty employees who will look for better, “real” college jobs at the first possible chance.

And then Cincinnati State would end up with the second-rate faculty who couldn’t get work at “real” colleges.

Recently, I was approached by a representative of the Ohio Board of Regents’ STARS program about starting a local program on our campus.

The Student Achievement in Research and Scholarship Program (STARS) is an undergraduate program designed to prepare high-achieving, underrepresented minority students (African-American, Hispanic, and Native American) for graduate school, and ultimately, for a career in the professoriate, preferably at an Ohio college or university.

The negotiations this summer make me wonder: would I want

to encourage young, academically-outstanding members of underrepresented minority groups to enter the professoriate?

Yes—but I would not encourage them to come to Cincinnati State if we did not offer the possibility of tenure.

The very candidates we would like to attract to our campus for future faculty positions would be foolish to accept such a position if they were robbed of the opportunity to achieve tenure.

When Cincinnati State tries to fill faculty positions now, we sometimes have a hard time attracting a diverse pool of applicants.

It will become impossible in the future if the only thing we can offer these potential colleagues is a one-year contract, and no commitment to a career.

Marcha Hunley, Humanities

To the Editor:

As a tenured faculty member with 23 years at the College, and as a veteran past member of several Faculty Bargaining Teams, I am watching this year’s negotiations with particular dismay.

I do not understand the logic behind the administration’s proposals, particularly their insistence on non-tenure-track as the only permissible way to open new faculty positions.

Has anyone in administration or on the Board considered the impact of this stance? How will we ever attract and keep new, high quality faculty if we turn them all into contingent contract labor?

The administration wants to create a permanent second-class

Letters



To the Editor:

The Cincinnati State administration says they need to establish full-time, non-tenure-track positions to gain needed "flexibility" in staffing.

Speaking as a retired full-time faculty member, a past assistant dean who spent a lot of time on staffing, and a current adjunct faculty member, I believe the administration already has plenty of flexibility.

Adjuncts currently constitute the majority of the instructional faculty at Cincinnati State. Many courses, and in some cases entire departments within the Humanities Division, are staffed exclusively or predominantly by adjuncts--and these instructional needs have been covered this way for many years.

Despite ample demonstration that enrollment patterns term after term and

year after year (as well as any concerns one might have about academic "quality control") justify adding more than one full-time faculty position, these courses and departments remain "flexibly" staffed by low-paid adjunct instructors--term after term, and year after year.

Adjunct faculty members are at-will employees, capable of being dismissed without comment by the administration. The number of classes they teach each term is determined by the administration. The number of terms they teach each year is determined by the administration. Their compensation (currently less than what is earned by part-time faculty at other area colleges and universities) is determined by the

administration. Adjunct faculty receive no sick days, no benefits, and no guarantee of employment from one term to the next.

The additional "flexibility" the administration seeks through its non-tenure-track proposal would make every newly-hired faculty member an at-will employee for their entire career.

It's clear that the administration's "flexibility" proposal is a simple way for the administration to soon rid itself of the tenure issue in future faculty contracts.

Perhaps the administration also desires this "flexibility" because it is viewed as a simple way to eventually rid itself of the Cincinnati State Chapter of the AAUP.

Marc Green, Humanities

AAUP Hotline: 513.569.1888
AAUP Website: www.cinstateaaup.org

AAUP Office Hours (Main 124):
Wed., Aug. 24 - 10 a.m. to noon
Thurs., Aug. 25, 8:30 to 11:00 a.m.

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

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