

AAUP

NEWS

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AAUP announces plans for 2005 Bargaining Council and Chapter 15th Anniversary events

Cincinnati State AAUP will be conducting a series of open forums on contract negotiation issues, and will also offer several special events to celebrate the chapter's 15th anniversary.

Chapter President Pam Ecker said at the chapter meetings held on Jan. 12 and 13 that Ron Craig will serve as Bargaining Council Chair for activities related to negotiation of the sixth contract for Faculty Bargaining Unit 1.

The first faculty contract at Cincinnati State went into effect in September 1990, and the chapter negotiated successor contracts in 1993, 1996, 1999, and 2002.

The current Unit 1 contract expires in September 2005.

Pam said that feedback from the open-ended survey conducted earlier this academic year indicated a need to establish four Bargaining Council committees this year:

- **Compensation and Benefits** – Co-chairs Tom Burns and Michele Geers
- **Governance, Accreditation, and Selection & Hiring** – Co-chairs Marc Baskind and John Buttelwerth
- **Professional Development** – Co-chairs Marcha Hunley and Tom Kober
- **Professional Responsibilities (Workload)** – Co-chairs Sue Dolan and Bob Eveslage

A series of open meetings, called the "4 by 4 Forums," will take place starting Feb. 28.

Each week, for four weeks in a row, there will be open forums focusing on one of the bargaining committee issues. Forums will be held at four different times during each week, but all forums during a week will discuss the same topic.

These forums will be open to all members of the Faculty bargaining unit.

A number of AAUP chapter members have volunteered to serve as facilitators and recorders for the forums.

A detailed schedule for the forums will be announced in February.

Chapter members who wish to volunteer to assist with any of the committee or forum activities should get in touch with Ron Craig.

Pam said the Negotiation Team will be appointed by the Executive Committee later this year.

Pam also announced plans for several special events that will help mark the 15th anniversary of faculty collective bargaining at Cincinnati State. Additional details will be provided soon.



Activities throughout the year will recognize 15 years of faculty collective bargaining at Cincinnati State (see calendar, p. 4)

Concerning the Defense of Tenure

-- by Geoffrey Woolf, Humanities

To know and not act is ultimately not to know.

Wang Yang-Ming

Tenure is under attack.

Everywhere in American higher education, college administrators seek to fill vacancies with full-time non-tenure track instructors.

College administrations would have faculty believe that such hires are made in the best interest of their colleges, but rarely is the reasoning behind an administrator's fervor for the non-tenure-track anything but specious.

The 15th anniversary year of the Cincinnati State chapter of the AAUP is the perfect time to take stock of how our commitment to AAUP's fundamental principles has enriched our College. It is the perfect opportunity to renew our commitment to the defense of these principles.

Defense of tenure is the defense of the College itself.

Tenure is designed to protect professors when, in the course of their studies, they find the necessity to voice unpopular or controversial opinions in the service of the quest for truth.

At times tenure might even protect professors who propagate incorrect assertions, but as Mary Shelley wrote, "The labor of [people] of genius, however erroneously directed, scarcely ever [fails] in ultimately turning to the solid advantage of mankind."

As the faculty of a teaching institution, it is our responsibility to guard our right to speak the truth in order to advance and create knowledge as we strive to educate students to the best of our ability.

But tenure also protects faculty in other ways.

As faculty members, we have a responsibility to take shared responsibility for the governance of our college.

Defense of tenure is the defense of the College itself.

Just as quality scholarship requires truth, so does quality governance. And tenure protects our right to seek and speak the truth in the daily governance of the college as well.

Times might come during the course of a college's history when faculty and administration hold differing opinions about how a college should be guided. Often, faculty are the first to voice opinions that are controversial or unpopular.

Tenure protects the faculty's right to report what it sees and offer honest opinions about how issues should be dealt with.

A tenured faculty is an honest faculty.

Without tenure, shared governance is a sham.

Administrators might give lip service to the value of honest and genuine participation by faculty members, but when it comes right down to it, non-tenured faculty members who disagree strongly with administration may too easily cease to participate for fear of retribution and even termination.

A non-tenured faculty is an intimidated faculty.

More and more, in higher education, college administrations attempt to justify the creation of full-time non-tenured faculty positions by asserting economic necessity. They say that such positions allow the college to move and change more flexibly. And they are telling the truth—partially.

The true benefit of non-tenured faculty to college administrations lies in the ability to easily intimidate and, therefore, control non-tenured faculty.

A non-tenured faculty is a more subdued faculty, living in constant fear of termination. A non-tenured faculty poses fewer governance hurdles to college administrations who do not value true and honest input in the shared governance process.

And the weaker the administration, the more it wishes to disenfranchise faculty.

A strong college administration is capable of encouraging diversity of

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opinion, understanding reasoned dissent, and even reaching consensus when parties disagree.

But a weak administration, a tyrannical administration, cannot. Instead, the weak administration seeks to squelch the voices of truth, to hinder the quest for truth in any way it can. Weakening tenure is one of the easiest ways to do this.

The weaker the administration, the more desperately it wishes to weaken tenure.

In the coming months, as Cincinnati State faculty prepare to go to the bargaining table, we

should remember the principles that motivated the National AAUP's founders, at the beginning of the 20th century, to fight vigorously to establish tenure as a protection for academic freedom.

Faculty members who value the responsibility to participate meaningfully in institutional decision making, and who value true and effective shared governance might well ask themselves a single question:

When an administration proposes to diminish or eliminate the concept of tenure, what is really to be gained and by whom?



15th Anniversary Occasional Essays

As part of the recognition of the 15th anniversary of the AAUP Chapter at Cincinnati State, faculty members are contributing personal essays on various topics.

This is the first in a series of essays we hope will be of interest to all of the readers of the *AAUP News*.

President Wright invites faculty leaders to meet regularly with College's senior administrators

President Wright has invited faculty leaders to meet with the College's Executive Team for regularly-scheduled discussions about topics of mutual concern.

AAUP Chapter President Pam Ecker said that President Wright invited three faculty leaders to a lunch meeting on Jan. 19. In addition to Pam, the invited faculty members were AAUP Grievance Officer John Battistone and Faculty Senate President Diane Stump.

Others attending the lunch meeting were Academic Vice President Monica Posey, Executive Vice President Carolyn Anderson, and Human Resources Director Gene Breyer.

Pam said that President Wright told the faculty leaders he would like to schedule a meeting each term that would include six faculty

representatives from the AAUP and the Faculty Senate and the members of the President's Executive Team.

In addition to Dr. Anderson and Dr. Posey, the other members of the President's Executive Team are Vice President for Institutional Advancement Doug Heeston and Chief Financial Officer Sandra Simpson.

"Dr. Wright told us that he wants to improve communications between the administration and the leadership of faculty organizations," Pam said. "He said that these meetings would be 'more than a chat, but less than bargaining.'"

"The AAUP Executive Committee is pleased to have an opportunity to re-establish regular, direct communication with Dr. Wright," Pam said.

Pam added, "President Wright's reasons for wanting to have regular meetings between faculty and administration representatives sounded a lot like the reasons we established FACT, the Faculty-Administration Communication Team, as part of our first collective bargaining contract."

"The idea behind FACT was that structured, ongoing conversation between faculty and administration would allow us to deal with questions and concerns before they could turn into big problems."

Diane said that the Faculty Senate has not yet had an opportunity to discuss the President's invitation, but it will be part of the agenda at the next scheduled Senate meeting, on Jan. 26.

Mark Your Calendar - 2005 AAUP Events

Tuesday, January 25

Pre-BOT Pizza Party - 4:15-5:15 p.m. - Main 322

College Board of Trustees Meeting - 5:30 p.m. - Conference Ctr.

Monday, February 14

"Have A Heart; Do Your Part" lunch buffet

Time and Location TBA

Donate days to the Sick Leave Bank

Contribute to the Cincinnati State AAUP Scholarship Fund

March - Program or panel on an educational issue

*April 7-8 - Ohio Conference AAUP Meeting
at the University of Cincinnati*

May - Cincinnati State AAUP 15th Anniversary Celebration

Plus - The AAUP Film Festival!

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