

AAUP

NEWS

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Salary equity requests due April 29

Members of Faculty Bargaining Unit 1 who believe they should have a salary adjustment because of inequities in compensation, as described in the current collective bargaining Agreement, should submit their request for adjustment to Human Resources Director Gene Breyer no later than April 29, 2005.

Article VII(F) of the current contract describes the criteria and process for salary adjustments which were agreed upon during the 2002 contract negotiations. A total of 25 faculty members have been granted adjustments under the provisions of this Article.

The Article states that requests for salary adjustments must be justified using three criteria: degree level attained, years of service at Cincinnati State, and the market conditions that apply to the faculty member's academic discipline.

In 2003, the Cincinnati State AAUP Executive Committee appointed a Task Force to review concerns raised by faculty members about the implementation of the salary adjustments.

The Task Force noted that some faculty members believed their requests did not receive fair consideration from the administration; however, the Task Force found no violations of contract provisions in the procedures used to implement Article VII(F).

The Task Force report is available on the Cincinnati State AAUP website, www.cinstateaaup.org/reports.html.

Any faculty member with questions about salary adjustments should get in touch with Mr. Breyer or with AAUP Chapter President Pam Ecker.

Fair share fee guidelines now online

The Cincinnati State AAUP Chapter is required to provide periodic notification to all bargaining unit members concerning the method for calculating the fair share fee.

The term "fair share fee" refers to the fee charged to faculty members who choose not to become members of the AAUP Chapter, and it supports the costs of representing all full-time faculty in collective bargaining matters. The fair share fee charged to non-members covers only those costs associated directly with bargaining.

The complete Fair Share Fee Notification statement is available on the Chapter website, www.cinstateaaup.org.

Any faculty member with questions about the fair share fee should get in touch with Chapter President Pam Ecker.

Forum Topics:

- **Compensation and Benefits:** March 14, 15, 17
- **Governance:** March 21, 22, 24
- **Professional Development:** March 28, 29, 31

times and locations:
[see www.cinstateaaup.org](http://www.cinstateaaup.org)



Letters



To the Editor:

I attended the Faculty Forum on February 16, where Chief Financial Officer Sandra Simpson discussed plans for developing a "program cost model" to apply to all Cincinnati State academic programs.

Ms. Simpson graciously addressed a number of questions raised by faculty members concerning "next steps" in her

process and the reasons for taking on this project, which she admitted will be difficult to accomplish and will require diverse expertise as well. Despite Ms. Simpson's good faith efforts to answer faculty questions, I was left wondering about several things.

It seems to me that if the goal of the cost model project is really to understand "the cost of doing business" at Cincinnati State, then we should approach it the way I believe other businesses would, by examining all of the big ticket items.

We all know that only about 50 percent of the total College budget is allocated to our core business of academics. That means that a very large part of the budget—the other 50 percent—is spent on non-academic areas.

Ms. Simpson told us that her assignment is to look only at the half of the budget that involves academics, with everything in the other half of the budget put aside for later analysis. Many faculty members do not think that analyzing only half of the budget is a business-minded approach to gaining real understanding and improved management of College costs.

The conversation also included questions about forming a budget/cost analysis task force. Ms. Simpson told the Faculty Senate a few weeks ago that she was in favor of forming such a group. At the Forum, she said that she had presented the idea to administrators, some of whom said such a group was not needed now, but might be useful in the future after some of the data collection and analysis is already underway.

I can understand why those who already feel like they are in the know would not want to go to another meeting. But most faculty members have little knowledge of what is going on in this project. A task force that included appropriate non-administrative representatives would provide another avenue to accurate information, which is what I feel the faculty need and desire. Not to mention that faculty members might also contribute some skills and perspectives to this project that could help it be more successful.

When my fellow faculty members ask me what's going on with the Program Cost Project, I have to respond, "I'm not sure." I wish I could give a different answer.

Clark Stull
Information Technologies

"Have a Heart, Do Your Part"

Thanks to all of our
faculty contributors!
**Total days added to the
Sick Leave Bank: 200**

Belated thank-yous to:

Tom Kober Claudia Miller
Linda Meador Cathy Rahmes



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