

AAUP

NEWS



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AAUP chapter members and BOT members ratify new contract agreement

Negotiations for a new three-year contract for Faculty Bargaining Unit 1 were completed when the members of the AAUP Chapter and the members of the College Board of Trustees ratified the tentative agreement that was achieved by the Faculty and Administration bargaining teams.

The tentative agreement was reached at a bargaining session on Friday, Sept. 2, the day after the Board of Trustees had rejected the fact-finder's recommendations for settling the contract.

Over 120 AAUP members attended the ratification meeting on Saturday, Sept. 3, at the Concordia Lutheran Church Fellowship Center.

AAUP strike headquarters had been established at the Fellowship Center on Friday morning, a few hours before the bargaining teams reached their tentative agreement.

Six members of the College Board of Trustees attended a meeting on Tuesday, Sept. 6, at the College to ratify the agreement.

President Ron Wright said that he "vigorously recommended" that the Board accept the

agreement. Dr. Wright also said that the new contract represented an appropriate professional relationship between faculty members and the College administration.

"Where we are is where we want to be," Dr. Wright said.

Mrs. Annette Smith Tarver, the Chairperson of the Board of Trustees, said the Board was "delighted" that the faculty and administration had reached an agreement, and she thanked the members of both bargaining teams for working well together.

AAUP Chapter President Pam Ecker said that copies of the new contract will be published and

distributed as soon as possible.

"We know that many faculty members have questions about some of the details of the new contract," Pam said.

"We're going to do our best to get the new contract published quickly, so that all needed information will be available to faculty members and administrators," Pam said.

Pam said a summary of the new contract provisions is posted on the AAUP Chapter website, www.cinstateaaup.org.

Anyone with questions about the new contract should contact Pam, or another member of the AAUP Executive Committee.

Current health insurance in effect till Oct.

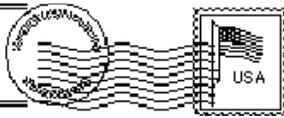
The changes to health insurance that are part of the new contract for the members of Faculty Bargaining Unit 1 will not go into effect until October. Members of the bargaining unit can continue to use the health insurance benefits of the prior contract during September. Additional information about the health insurance changes will be distributed soon.

New deadlines for tenure and sabbatical applications

The deadline for submitting tenure applications is October 1. Tenure applicants will receive additional information from the Tenure Committee Chair, Ron Craig.

The deadline for submitting sabbatical proposals is November 1. A maximum of 8 terms of sabbatical leave will be awarded.

Letters



To the Editor:

I'm glad that we have a contract and that our full-time faculty are back to work on schedule, continuing uninterrupted service to our students.

I, like all of my faculty colleagues, believe deeply in the mission of this College. I also believe deeply in the power of collective bargaining. I believe that the AAUP, nationally and locally, stands for quality and that a good contract helps us to be a quality educational institution.

A popular misconception is that unions are mostly interested in letting their members do less work for more money. The *Daily News* announcement about the contract settlement was in this vein, putting emphasis on the raise and on workload reductions.

What's more important to me, and I think to many other faculty members as well, is that through our new contract agreement we've helped to maintain and strengthen Cincinnati State's quality. Many contract provisions deal with quality concerns: New faculty members hired in the life of this contract will experience a rigorous process of examination that can lead to the award of tenure. Faculty members will have additional ability to participate effectively in

selection and hiring; faculty members will have a stronger role in building the budget and assessing the financial priorities of the College, and participating in other key processes that will help our College and its students to grow and prosper.

At the August Board of Trustees meeting, both Dr. Wright and Mrs. Smith Tarver talked about "letting the process work," and about "trusting the process."

At the Board's special meeting on Sept. 1 to vote on the fact-finder's report, it seemed to me that the Board members were trusting the process to return a fact-finder's report in the administration's favor. When the fact-finder accepted some of the AAUP's arguments as compelling, the process became something to mistrust. (On the other hand, the AAUP approach has always been to prefer reaching agreement at the table, through good-faith bargaining between the parties who are affected by the contract, and not relying on an unaffected outsider to guide our future.)

In the special meeting at which the Board rejected the fact-finder's report, Mrs. Smith Tarver asked the teams to return to the table and stated that the administration's team now had the parameters needed to negotiate.

It's my belief that while many of us were sitting in the Conference Center on Sept. 1, waiting for the Board to appear, the Board members were having the sort of conversation that the AAUP Executive Committee members had on many weekdays and numerous Sundays in April, May, June, July and August, to determine what was important in a new contract: what was desirable, and what was essential.

I hope that during the next 30 or so months, the Board and the administration have time to reflect on "the process" and to remember that the process is called "collective bargaining." I hope that before we begin this process again in 2008, the Board and the administration will take time to consider what they hope to achieve, and what they can settle for, and that they will send to the bargaining table a team that knows its parameters and is empowered from the outset to bargain within these parameters in order to reach an agreement that both parties can live with successfully.

I know that the Cincinnati State AAUP will take these steps. And I am confident that the chapter membership will continue to stand with the AAUP leadership in accomplishing the difficult work that is required in order to achieve a good contract.

Debbie Bogenschutz, Library

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