

# AAUP

# NEWS



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## AAUP Executive Committee will review workload data for contract compliance

The AAUP Executive Committee expects to receive next week the projected 2005-2006 workload, including overload assignments, for all of the members of Faculty Bargaining Unit 1.

AAUP Chapter President Pam Ecker said that the AAUP Executive Committee requested this information from the College administration in order to ensure that the new contractual workload provisions are implemented accurately and consistently throughout the College.

"Many faculty members have asked questions about the new workload provisions, and some have expressed concerns about how the new contract language is being applied to their annual load projections," Pam said.

"The AAUP Executive Committee will carefully review the information we receive from the administration to make sure

all faculty questions and concerns are resolved," Pam said.

Chapter Grievance Officer John Battistone said that many questions from faculty

are related to the "banking" of workload units.

"The contract language does not include the term 'banking,'" John said.

**see *Workload/3***

### Health insurance info sessions offered on Sep. 30 and Oct. 6

The changes to health insurance costs that are part of the new contract for Faculty Bargaining Unit 1 will go into effect in October. The College's insurance representative, Chuck Hais, will be available on campus for two information sessions:

- Friday, Sep. 30, 2:00-3:00 p.m., ATLC Point Room
- Thursday, Oct. 6, noon to 1:00 p.m., Main 180

Faculty members with questions or who are considering making a change to their health insurance plan may attend either session.

New health insurance cards will be distributed as soon as they are available.

### Reminder: Deadlines for tenure and sabbatical applications

The deadline for submitting tenure applications is October 1. Anyone with questions should get in touch with Tenure Committee Chair Ron Craig.

The deadline for submitting sabbatical proposals is November 1. Anyone with questions should get in touch with Sabbatical Board Chair Debbie Bogenschutz.

## **Excerpts from Article VIII - Workload Collective Bargaining Agreement 2005-2008**

**(Note: all new contract language is still subject to final review and copyediting  
by the Faculty and Administration Bargaining Teams)**

- B. Members of the bargaining unit whose work will be measured in units are instructors and those instructors who have assignments in addition to instruction, including program chairing duties. Workload for each member of the bargaining unit whose work is measured in units shall not exceed sixteen (16) workload units per term to a maximum of sixty-four (64) during the four (4) contract terms of any contract year unless agreed upon by the faculty member. Compensation for courses or other faculty responsibilities which cause a faculty member's load to exceed 16 units per term shall be paid within the term in which the overload is incurred. The faculty member may agree to waive such additional compensation as trade-off against a lighter workload in subsequent terms. The load may exceed sixty-four (64) units to a maximum of four (4) additional units, with the faculty member being compensated for each additional unit at the contractual overload rate for a one-contact-hour course. Such compensation shall be due and payable at the end of the academic year.
- C. For faculty members whose workload is based on course counts, the maximum number of courses that any instructor may be assigned shall be five (5) per term to a maximum of eighteen (18) courses per year. If a faculty member agrees to assume additional faculty responsibilities over and above the five courses, those courses (or those units above five courses) shall be compensated as overload, such compensation to be due and payable within the term in which it was incurred. If a faculty member teaches more than eighteen (18) courses per year, compensation for the additional course(s) or other faculty duties shall be due at the end of the academic year. Eighteen courses shall be considered a full-time workload, beyond which the assignment of any faculty responsibilities other than instruction shall be considered overload and shall be compensated accordingly.
- D. In calculating workloads all Program and Area Chair units shall be counted first. If a course sends a faculty member's workload above the 16-unit maximum for an academic term, or the 64-unit annual maximum, the faculty member shall be compensated at the contractual overload rate for the entire course, unless the faculty member agrees to take on such overload without additional compensation as a trade-off against a lighter workload in subsequent terms. Such compensation shall be paid within the term in which the overload is incurred.
- G. By June 1 of each year, the academic deans or their designees shall consult with the faculty members of their divisions to establish the faculty member's projected workload for the upcoming academic year, including the faculty member's term off. Such workload projections shall identify projected contact hours, program chair base units, program chair FTE units, extra preparation units, special project units, and any units assigned for faculty responsibilities in lieu of instruction.

## **Workload/ continued from 1**

“The new contract has language that says a faculty member may agree to waive overload compensation in a term as a trade-off for a lighter load in another term,” John said.

“However, under the new contract language, a faculty member cannot be required to ‘bank,’ units if they are assigned more than 16 units in any term,” John said.

“If a faculty member’s load is more than 16 units, and they wish to be paid overload in the term, they should be paid-- and paid for the entire course that sends the load over 16,” John said.

Pam said that any faculty member with specific questions about their workload calculation should inform a member of the Chapter Executive Committee.

## **Call for Nominations for Chapter Officers**

The Cincinnati State AAUP Executive Committee is announcing a call for nominations of candidates for three Chapter offices:

- President
- Treasurer
- Membership Chair

Each elected officer will serve a two-year term which will end October 31, 2007.

Any Chapter member in good standing is eligible to be a candidate for office.

Nominations must be in writing and must be sent to

## **Error in faculty mileage reimbursements to be corrected**

The College administration has agreed to correct an error in mileage reimbursements for members of the Faculty Bargaining Unit.

Both the old and new Faculty contracts state (Article VI (G)):

*Faculty members who qualify for reimbursement for mileage for using their own cars for authorized College business shall be reimbursed at the rate set annually by the IRS.*

Faculty members have been reimbursed for mileage at a rate of 36.5 cents per mile.

The IRS rate changed to 40.5 cents per mile on January 1, 2005.

The IRS rate changed again, effective September 1, 2005, to 48.5 cents per mile.

AAUP Grievance Officer John Battistone said that any bargaining unit member who was reimbursed at an incorrect rate should resubmit their reimbursement form, using the standard procedures for requesting mileage reimbursement.

“We have been assured that the administration will make corrections to any mileage reimbursements that were paid incorrectly,” John said.

Anyone with questions should get in touch with John or another member of the AAUP Executive Committee.

the AAUP Mailbox in the College mailroom, or submitted to Chapter Vice President Joyce Rimlinger. (A nomination ballot is on page 4.)

The deadline for submitting nominations is 4:00 p.m., Friday, October 7.

In accordance with the AAUP *Constitution and Bylaws*, the AAUP Executive Committee will seek assurance that all nominees for office are willing to serve if elected.

Chapter officer elections will take place by secret ballot,

after the close of the nomination period.

Any Chapter member with questions about duties of officers or about election procedures should get in touch with any member of the AAUP Executive Committee.



**Nomination Ballot for Election of  
Cincinnati State AAUP Chapter Officers  
(See story on page 3)**

**Nominee for Chapter President:**

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**Nominee for Chapter Treasurer:**

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**Nominee for Chapter Membership Chair:**

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**Nomination ballot must be returned to the  
AAUP Mailbox in the College Distribution Center  
by 4:00 p.m., Friday, October 7.**

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

**EXECUTIVE COMMITTEE**

**PRESIDENT**

PAM ECKER  
PHONE: 513.569.1722

**VICE PRESIDENT**  
JOYCE RIMLINGER

**GRIEVANCE OFFICER**  
JOHN BATTISTONE

**SECRETARY**  
GEOFF WOOLF

**MEMBERSHIP CHAIR**  
DAVID SIMMERMON

**TREASURER**  
PAUL DAVIS

**MEMBER-AT-LARGE**  
JASON CAUDILL

**PAST PRESIDENT**  
BOB EVESLAGE

**CHAPTER WEBSITE**  
[WWW.CINSTATEAAUP.ORG](http://WWW.CINSTATEAAUP.ORG)