

AAUP

NEWS

Volume XVII No. 3 March 7, 2006

AAUP continues seeking workload solutions

At the end of Late Fall Term, representatives of the AAUP and the College administration held an informal meeting concerning how workload is being calculated under the current contract.

AAUP Chapter president Pam Ecker said additional meetings are expected to occur sometime during Winter Term.

“We have established that no faculty member can be required to participate in so-called ‘banking’ of their workload compensation,” Pam said.

“The contract states clearly that faculty members are to be paid for all units over 16 each term, unless the faculty member agrees to a trade off of ‘heavy’ and ‘light’ terms

during the year,” Pam said.

“We know, from the official workload data provided by the administration, that a significant number of faculty members are scheduled to reach the end of this academic year with less total compensation than the contract allows,” Pam said.

see *Workload solutions/2*

**All members of AAUP Bargaining Units 1 and 2
are enthusiastically invited to attend**

*A Celebration:
“Cincinnati State AAUP - 15 Years Strong”*

**Thursday, March 16, 2006
The Summit Room, ATLC**

**Buffet lunch served from 11:00 a.m. to 12:30 p.m.
Program at noon.**

RSVP to Paul Davis by March 14

STRS retirement benefits can be affected by “banked” workload compensation

Faculty members who are covered by the State Teacher’s Retirement System (STRS) and are thinking about retiring during the next few years are advised to investigate the impact on the calculation of their retirement benefits of any earnings that have been “banked” and not paid in the term when the work was performed.

Two years ago, during the “fiscal crisis” resulting from the College’s first failure to achieve the required OBOR composite score, many faculty members who had always been paid for overload in the term the overload was worked had their overload payments involuntarily deferred until Summer Term. Some divisions of the College refer to this deferred payment as “banked” load.

When determining retirement benefits, the STRS examines the last five years of the faculty member’s

compensation history prior to retirement.

An STRS “year” runs from July 1 to June 30—so “banked” overload that is paid after July 1 will count in the next year’s salary history.

For example, deferred payment for load from Winter Term 2005 or Spring Term 2005 that appeared on paychecks issued after July 1, 2005, would be applied to the faculty member’s 2005-2006 STRS compensation history—even though the work was performed during the 2004-2005 academic year.

In calculating STRS retirement benefits, extreme variations in annual earnings during the last five years could have a negative impact on the benefits calculation.

In some instances where the “banked” load payments have had a negative effect on the faculty member’s retirement benefits calculation, the College Human Resources

Office has written a letter to STRS to verify that the earnings should have been applied to the prior academic year’s compensation history.

Each faculty member’s planning for retirement will have unique issues to consider, so faculty members with questions or concerns about STRS retirement benefits should set up a meeting with an STRS counselor at least three years before their planned retirement.

STRS retirement counseling is available through group meetings or through an individual telephone conference. Additional information is available at www.strsoh.org or by calling toll-free to 1-888-227-7877.

Faculty members who need assistance or have other questions about the impact of Cincinnati State “banked” load on retirement should contact any member of the AAUP Executive Committee.

Workload solutions/ continued from 1

“These faculty purportedly have volunteered to ‘bank’ units over 16, and receive less compensation than they are entitled to, without a reduction in load during another term,” Pam said.

Pam said that according to workload forms provided by the administration, these faculty members are scheduled to be compensated at the end of the year only for

units over the annual total of 64--which is less compensation than the contract allows.

“We’ve been trying--almost since the day this contract was settled--to reach agreement with the administration on how to correctly apply the workload provisions,” Pam said.

“The AAUP Executive Committee hopes that through continued discussion, we can

achieve full and consistent implementation of the ‘10 percent reduction in load’ that the administration announced last summer as a feature of this contract settlement,” Pam said.

Any faculty member with questions about their workload compensation for the remaining terms, or for the entire academic year, should talk to a member of the AAUP Executive Committee.

AAUP Scholarship applications for 2006 now available

Application materials for the annual scholarship sponsored by Cincinnati State AAUP will be distributed to all faculty bargaining unit members this week.

AAUP Scholarship Chair Ron Craig said, "We would like faculty members to encourage students who meet the criteria to apply for this award."

The AAUP Scholarship provides the student selected with \$2,000 to be used for tuition, books, and fees. The scholarship is awarded under the general guidelines established by the Cincinnati State Foundation.

In addition to funds provided by the Chapter, last year some faculty members made individual donations to the AAUP scholarship fund, totalling more than \$1,000.

Last year's scholarship was awarded to Toni Vogelpohl, a Diagnostic Medical Sonography major.

Full-time and part-time students may apply for the

AAUP Scholarship if they meet these criteria:

- Full-admit status in a Cincinnati State degree program.
- Completed at least 16 credit hours in classes taken at Cincinnati State.
- Cumulative grade point average of at least 3.0 at the end of Late Fall Term 2005.

Applicants must submit a transcript, three reference letters (two from Cincinnati State instructors), and a brief essay.

In awarding the scholarship, preference is given to qualified applicants who are labor union members or dependents of union members.

AAUP Scholarship funds will be available to the recipient for use starting in Summer Term 2006. Funds will be deposited to a Cincinnati State financial aid account.

Anyone with questions about the AAUP Scholarship should get in touch with Dr. Craig.

Correction to faculty mileage reimbursement rates

In Early Fall, the *AAUP News* reported some incorrect information about mileage reimbursements for members of the Faculty Bargaining Unit.

The newsletter stated that the IRS mileage reimbursement rate became 48.5 cents per mile on Sept. 1, 2005. This date was incorrect.

The IRS mileage rate of 48.5 cents per mile became effective on Sept. 9, 2005.

Processing of corrections to any mileage reimbursements that were paid to Faculty bargaining unit members at an incorrect rate should have been completed in Late Fall.

Anyone with questions should get in touch with Chapter Grievance Officer John Battistone.

Fair Share Notification available on Chapter website

The AAUP, as the legal bargaining agent for Cincinnati State faculty, is required to provide periodic notification to all 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.

The fee supports the costs of representing all full-time faculty in collective bargaining matters. The fair share fee charged to non-members supports only those costs associated directly with bargaining.

The complete Fair Share Fee Notification statement will be available soon on the Chapter website, www.cinstataaap.org.

The deadline for returning scholarship applications is Monday, March 27.

Any faculty member with questions about the fair share fee should get in touch with Chapter President Pam Ecker or Chapter Membership Chair Dave Simmermon.



Board of Trustees announces results of Presidential evaluation

At the Cincinnati State Board of Trustees meeting on February 28, Board Chair Robert McKenna announced that the Board has completed its annual evaluation of President Ron Wright. (June 30, 2006.)

Mr. McKenna said that the Board identified three areas of concern:

- monitoring achievement of the required "Senate Bill 6 ratio," which is the formula used by the Ohio Board of Regents to monitor the financial health of colleges and universities.

(Dr. Wright reported in October that Cincinnati State's ratio for the past fiscal year would be less than the 1.75 composite score required by the Senate Bill 6 legislation. Chief Financial Officer Sandi Simpson reported to the Board at the February meeting that she is projecting a final composite score of 2.2 for the fiscal year that will end on

- increasing revenue generated by the ATLC.
- "stepping up" communication between President Wright and the rest of the College community.

Mr. McKenna thanked Faculty Senate President Michele Geers for her efforts to improve communication, and then said that improving communication is "everyone's responsibility, not just the Faculty Senate's."

The Board did not make any announcements concerning President Wright's compensation or his contract. According to the College Human Resources department, President Wright's current contract extends through August.

Ohio Board of Regents meets at CState on March 9

The Ohio Board of Regents is holding their regular monthly meeting on the Cincinnati State campus on Thursday, Mar. 9.

The Regents' committees that will hold meetings are:

- Access - 9:00 a.m.
- Resources & System Efficiency - 10:00 a.m.
- Program Effectiveness, Research & Technology - 11:00 a.m.

The Board of Regents meeting begins at 1:30 p.m. and is expected to last until 3:00 p.m.

All meetings will take place in the Main Building Conference Center, and all are open to the public.

John Buttelwerth, President of the Ohio Faculty Senate of Community and Technical Colleges, urges all Cincinnati State faculty to attend some of the Regents' meetings if possible.

**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