

AAUP

NEWS



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AAUP "Pack the Point" event on Nov. 28 introduces new project supporting Center for Peace Education

All members of the AAUP Bargaining Units are invited to attend the first Cincinnati State AAUP "Pack the Point" event, on Tuesday, Nov. 28, from 2:00 to 3:30 p.m., in the Point Room of the ATLC.

Chapter President Pam Ecker said that "Pack the Point" events will be scheduled throughout the year to give faculty members opportunities to hear from speakers on various topics of interest, and to get updates on AAUP Chapter activities.

The "Pack the Point" session on Nov. 28 will feature Lisa Nack from the Center for Peace Education (CPE), a local non-profit organization dedicated to developing caring environments in local schools in order to reduce conflict and improve learning.

CPE provides teachers and students with training and resources to promote and create safer and more positive school culture, where differences are valued and conflicts are resolved constructively.

More information about CPE is available at www.cincinnati-peace.org.

"Several members of the AAUP Executive Committee have attended CPE presentations," Pam said. "We hope that after Cincinnati State faculty members have an opportunity to learn about this organization, they will decide to support it more actively as volunteers."

AAUP Treasurer Paul Davis said, "Our College can

see *Pack the Point*/ 2

Workload disputes continue; arbitration expected in Feb.

Grievances filed by the AAUP regarding interpretation of some parts of the Workload article of the current contract will not be heard by an arbitrator until February at the earliest.

AAUP Chapter President Pam Ecker said that the AAUP filed two formal grievances at the end of Summer Term 2006 concerning faculty members in AAUP Unit 1 who were not paid for all of their "banked" workload units in the 2005-06 academic year.

Both grievances were denied by the administration.

"After spending much of the 2005-06 year in discussion with the administration, we were unable to reach a satisfactory compromise regarding the workload language of the contract," Pam said. "We know that the legal processes of grievance and arbitration are very slow, but this route was the only alternative for resolving our concerns."

"We hope that by Spring we'll finally have an arbitrator's

ruling on these unresolved contract questions," Pam said.

Meanwhile, the AAUP Executive Committee advises all AAUP Unit 1 faculty with primarily instructional duties (instructors, program chairs, and area chairs) to be aware of these contractual guidelines:

- The maximum units you can be assigned per term is 16. Any term load that is above 16 is overload, and you should be paid for the entire course (or

see *Workload dispute*/ 2

Pack the Point/ continued from 1

be stronger if we make our community stronger. Supporting CPE is certainly a way to achieve that goal."

"This is the time of year to think about 'giving,' and we hope that many faculty members will attend the "Pack the Point" meeting and then consider giving their support to help achieve the goals of CPE," Paul said.

Pam said that topics for future "Pack the Point" sessions will include state and national legislative matters that affect higher education, health care issues, and presentations by state and national AAUP leaders.



Workload dispute/ continued from 1

courses) that sends your load over 16. This payment should be received in the term you are doing the overload.

- The primary exception to being paid for all overload within the term is if you agree to an annual workload that includes "heavy" and "light" terms.

The contracts states that you may waive overload compensation within a term as a "trade off" against a lighter load in a subsequent term. (For faculty who teach primarily 3-unit courses, the contractual maximum load is 5 courses a term and 18 courses a year.)

- If your projected annual load for 2006-07 shows "banked" units (overload that is not compensated in the term and not "traded" for a lighter term later in the year), the AAUP Executive Committee advises you to tell your Dean or administrative scheduler, in writing, that you want to be compensated for all overload in the term it is earned, as the

contract states.

- Any faculty member who has not seen their projected annual load for 2006-07 should request a copy from their Dean or administrative scheduler.

"The AAUP Executive Committee is aware that faculty projected loads may change during the year because of changes in enrollment or other hard-to-predict factors," Pam said. "Certainly, we expect faculty to cooperate with administrators in addressing these changes."

"However, no matter what the reason, it is not appropriate for individual faculty members to 'volunteer' to give up some of their earned compensation, or to make an agreement with their Dean to ignore the language of the contract," Pam said.

Any faculty member with workload questions or concerns should get in touch with Pam, with Chapter Grievance Officer John Battistone, or with any other member of the Chapter Executive Committee.

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