

AAUP

NEWS

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AAUP elects new officers and begins to prepare for contract negotiations

The members of Cincinnati State AAUP have elected three officers for the Chapter Executive Committee. The new officers begin their service on November 1.

Paul Davis was elected as Chapter President. Paul has served in many leadership roles in the Chapter. He is currently completing his term of office as President of the Ohio Conference of AAUP, which represents AAUP members at public and private campuses throughout the state.

Paul has participated in numerous AAUP conferences and training programs at the national and state levels.

Yvonne Baker, who had completed one year as Chapter Treasurer, was elected to a full two-year term.

Yvonne has attended AAUP national leadership training programs and also has served as a leader of the Chapter Communication Committee.

Janice Lockett will join the Executive Committee as the Membership Chair. Janice

previously served as a member of the Faculty Senate and has been active in divisional and program governance activities.

After serving 16 years as Chapter President, Pam Ecker will be moving into the role of Past President. She will remain a member of the Chapter Executive Committee.

Pam said, "If you look at our Chapter history since its inception in 1988, you'll see that many different faculty members have served in varied ways as

see *Chapter elections/ 2*

Faculty should review annual workload for contract compliance

The AAUP Executive Committee encourages all Unit 1 faculty to review their projected annual load for the year to ensure that it is being arranged in compliance contractual guidelines.

In May 2007, the AAUP prevailed in an arbitration related to the contractual workload provisions. This came after nearly two years of dispute with the administration about how to interpret the provisions negotiated in the summer of 2005.

The arbitrator's ruling

supported the AAUP's contract interpretation: If you are a program chair, area chair, or instructor, "banking" of workload units is not allowable, unless you have specifically made it known to your Dean or administrative scheduler that you want your annual load to include "heavy" and "light" term loads.

- 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 courses) that sends your load

over 16, 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 has "heavy" and "light" terms.

For instance, you could agree to teach four 4-unit courses plus one additional 4-unit course for no overload in Early Fall, with the agreement that later in the 2007-08 year you would have a term with 12 units of load. The contract states that you may

see *Workload / 2*

Chapter elections/ continued from 1

Chapter officers and leaders. We're glad to continue that tradition this year as well."

Paul said that preparations for contract negotiations will begin immediately. The current contract for AAUP Unit 1 expires at the end of Summer Term 2008.

"All members of the unit will be receiving a bargaining issues survey this week," Paul said. "It

will be many months before the College has a new President, but the AAUP Executive Committee is not waiting. We're starting right now to actively seek faculty views about what is important to address in our next contract."

"The AAUP Executive Committee will benefit from the combination of those with a fresh, new outlook and those who are knowledgeable about

our past achievements," Paul continued. "But to gain a good contract settlement, every faculty member needs to get involved—starting with sharing their concerns in our survey."

"This is a big year for the future of our College," Paul said. "Every faculty member should play a vital role in making sure we move in the best direction possible for our students and our community."

Workload/ continued from 1

waive overload compensation as a "trade off" against a lighter workload in a subsequent term. The "trade off" should be an equivalent number of units.

- For faculty whose teaching assignments are primarily 3-unit courses, the maximum load is 5 courses a term and 18 courses a year.

Any faculty member with concerns about their load or overload should get in touch with a member of the Chapter Executive Committee.

SEIU fact-finding on Oct. 31; Faculty encouraged to show support

A fact-finding hearing is scheduled for Wed., Oct. 31, regarding unresolved economic issues in the contract negotiations between Cincinnati State's SEIU Chapter and the College administration.

The AAUP Executive Committee urges all faculty to show support for SEIU on Tues., Oct. 30, by wearing an SEIU button or wearing purple, the SEIU color.

SEIU represents about 125 technical, professional, and

clerical employees at the College. The SEIU contract expired on Sep. 3.

SEIU leaders said the administration has offered a three-year contract with raises of only 1.5 percent per year, and also wants to remove the cap on employee contributions to health-care costs.

After the fact-finder's report is issued, SEIU members and the College Board of Trustees will have 10 days to accept or reject the fact-finder's recommended contract settlement.

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